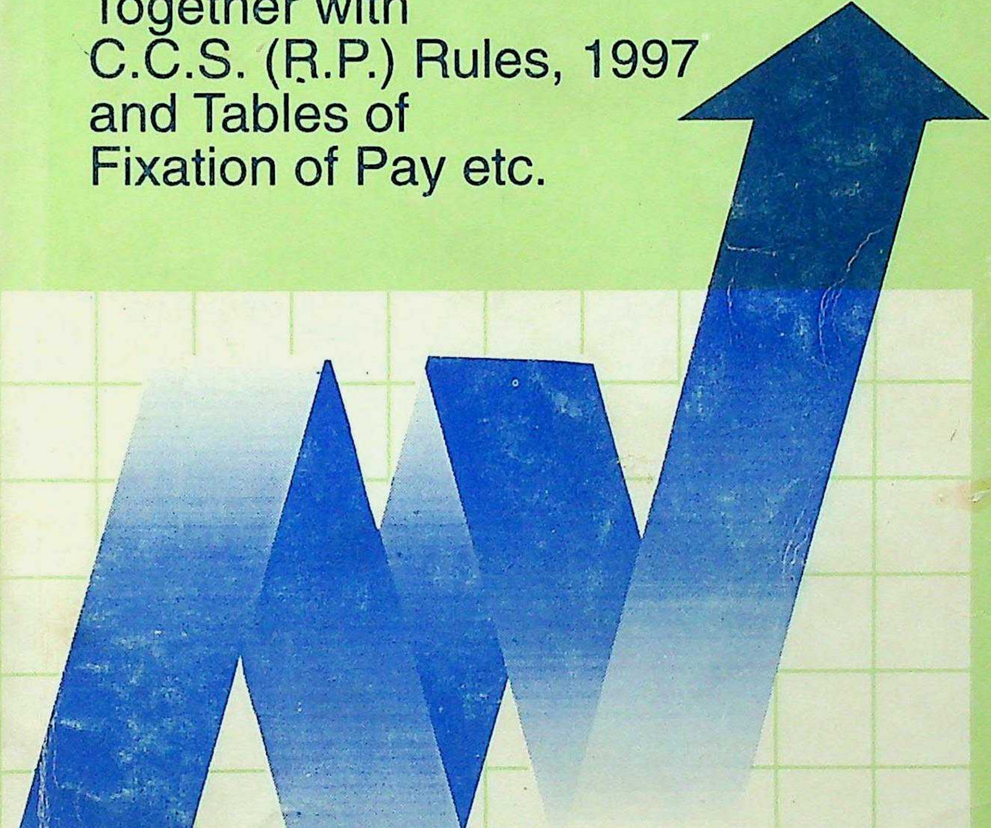
Bahri's Compilation of

FIFTH CENTRAL PAY COMMISSION REPORT

Together with C.C.S. (R.P.) Rules, 1997 and Tables of Fixation of Pay etc.



50TH YEAR OF INDEPENDENCE

BAHRI BROTHERS
742, Lajpat Rai Market,
Delhi-110006

Central Civil Services (Revised Pay) Rules, 1997
with
Clarifications and Orders issued upto 14-10-97

G.M. College of Education
Raipur, [illegible]
Jammu.
Acc. No. 920 (D)
Dated 6.5.11

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FIFTH CENTRAL PAY COMMISSION REPORT

(As accepted vide G.I.M.F. Resolution dated 30.9.1997)
together with
Central Civil Services (Revised Pay) Rules, 1997
and
Tables of Fixation of Pay etc.

by
Board of Editors

G.M. College of Education
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PREFACE

The Fifth Pay Commission which was constituted on 9.4.1994, submitted its voluminous Report to the Union Government on 30th January, 1997. The Commission has made wide-ranging recommendations covering Administrative & Civil Services reforms, right-sizing the Government machinery etc.

The Government constituted an Empowered Committee to consider and process the Report of the Pay Commission. Thereafter a Group of Ministers looked into the recommendations of the Commission. The Union Government on 18th July, 1997 announced the acceptance of the most of the recommendations of the Fifth Pay Commission.

The Federations/Associations participating in the National Councils (JCMs) were dissatisfied with Government Decisions. These Associations etc. gave a list of demands on 2nd August 1997, mainly relating to the various recommendations of the Pay Commission for consideration of the Government. This was followed by strike notices. After protracted Negotiations with the Empowered Committee of Secretaries and the Group of Ministers, Government announced on 11th September, 1997 certain modifications in their earlier decisions and improvement in the pay package.

We are bringing out this Compilation consisting of (i) Gist of Commission's Recommendations (ii) Pay Fixation Formula in the Revised Pay Scales as recommended by the Commission and modified by the Government (iii) Highlights of Government Decisions on the Commission's Recommendations (iv) Government Resolution accepting/modifying the Recommendations of the Commission (v) Government Notification introducing the C.C.S. (Revised Pay) Rules, 1997 (vi) Model Tables for fixation of pay in the Revised Scales of Pay (vii) Ready Reckoner for D.A. and HRA (ix) Government Orders on D.A., HRA, Comp. (City) Allowance and Transport Allowance etc.

We are also bringing out a separate Compilation containing Fifth Pay Commission's Report on Pension & other Retirement benefits, Government Decisions thereon with Model Fixation Table for pre-1986 and post-1986 pensioners and Ready Reckoners for revision of pension from Rs. 375 to Rs. 4,000 for every rupee.

We have attempted to make this Compilation thoroughly exhaustive, informative and up-to-date. In our view, this Compilation will meet the expectations of the readers and officials dealing with Pay Fixation cases of the Revised Scales of Pay.

DELHI

6th October, 1997.

Publishers

CONTENTS

PART-I

Chapter	Topics	Page(s)
1.	Terms of Reference (as modified) of the Fifth Central Pay Commission.	3-5
2.	Gist of the Commission's Recommendations (at a glance).	6-8
3.	Highlights of Government Decisions on the Commission's Recommendations.	9-12
4.	Commission's Recommendations on which decisions have yet to be taken.	13-14
5.	Pay Fixation Formula in the Revised Pay Scales as recommended by the Commission and modified by the Government (effective from 1st January, 1996).	15-20
6.	New Scales of Pay as recommended by the Commission.	21-23
7.	Rates of D.A. and Interim Relief as on 1st January, 1996 along with Commission's Recommendations and Government's Decisions thereon.	24
8.	Rates of H.R.A., City (Comp.) Allowance etc. as on 1st January, 1996 alongwith Commission's Recommendations.	25-26
9.	Ready Reckoner for Total emoluments as on 1st January, 1996 for fixation of pay in the Revised Scales of Pay for all Standard Pay Stages.	27-34
10.	Model Tables for fixation of pay in the Revised Scales of Pay (Recommended by the Commission & modified by Government.)	35-84
11.	(i) New Rates of D.A. from 1.7.96, 1.1.97 and 1.7.97 (ii) Rates of H.R.A., Comp. (City) Allowance and Transport Allowance (effective from 1.8.97)	85-86
12.	Ready Reckoner—Dearness Allowance & H.R.A. for all Standard Pay Stages.	87-94

PART-II

Chapter **Government Orders etc.** **Page(s)**

1. G.I.M.F. Deptt. of Expr. Resolution dated 30.9.1997 accepting/modifying Commission's Recommendations. with Annexures A & B A-3-A-12
2. G.I.M.F. Deptt. of Expr. Notification dated 30.9.1997 notifying Central Civil Services (Revised Pay) Rules, 1997.
   First Schedule—Containing Revised Scales
   Second Schedule—Form of OPTION A-13-A-65
3. Explanatory Memorandum to the C.C.S. (R.P.) Rules, 1997. A-66-A-69
4. Further G.I. Orders
   (i) O.M. dated 3.10.97 regarding grant of D.A. from 1.7.1996 1.1.1997 and 1.7.1997. A-70-A-71
   (ii) O.M. dated 3.10.97 regarding grant of Transport Allowance effective from 1.8.1997. A-71-A-73
   (iii) O.M. dated 3.10.97 regarding grant of
      (a) City (Compensatory) Allowance effective from 1.8.1997.
      (b) House Rent Allowance effective from 1.8.97 With Annexures I&II—Containing list of cities for C.C.A. & H.R.A. purposes A-73-A-86
   (iv) O.M. dated 3.10.97 regarding grant of Ad-hoc bonus to the Central Government employees for the year 1996-97 A-86-A-87
   (v) G.I. (Deptt. of Pension & Pensioners' Welfare) Resolution dated 30.9.1997 accepting/modifying Commission's Recommendations on Pensionary benefits. A87-A92
   (vi) O.M. dated 7.10.97 relating to : A-93-A-94
      (a) Enhancement of the ceiling on accumulation of Earned Leave from 240 to 300 days.
      (b) Enhancement of the ceiling for availing of the benefit of encashment of unutilised Earned Leave from 240 to 300 days.
      (c) Encashment of 10 days Earned Leave at the time of availing of Leave Travel Concession.

Chapter **Government Orders etc.** **Page(s)**

(vii) O.M. dated 7.10.97 relating to : A-94

(a) Enhancement of quantum of Maternity Leave from 90 days to 135 days.

(b) Introduction of Paternity Leave for a male Government employee.

(viii) O.M. dated 7.10.97 regarding grant of Laeve on Medical Certificate to non-gazetted Government servants only on production of MC/FC from a C.G.H.S. Doctor. A-95

(ix) Deptt. of Telecom Circular dated 10.10.97 regarding revised pay scales of posts of JTOs and SDEs. A-95-A-96

(x) M.H.A., Order dated 10.10.97 regarding rationalisation of rank structure and pay scales of non-gazetted cadre of Central Police Organisations. A-96

ERRATA

Page 40/Model Table 6

Substitute the following entries in Col. 6 against the following pay scale :

Col. I	*Col. 6*	
Rs.	*For*	*Read*
	Rs.	Rs.
890	2,820	2,890[2]
905	2,820	2,890[2]

2. By raising the total emoluments in Col. 5 to the next stage, pay in the revised scale works out to Rs. 2,820. But as he has drawn six or more increments in the pre-revised scale of pay, by adding two increments in the minimum of the Revised scale of pay, the pay works out of Rs. 2,890 which is more a beneficial and hence admissible.

Note: Re-number the existing foot note 2 as foot note 3 and also against the relevant pay scales in Col. 6.

Page 64/Model Table 30

(i) *Substitute* the following entries the columns (5) and (6) against the following pay scale.

Col. I	*Col. 5*		*Col. 6*	
	For	*Read*	*For*	*Read*
Rs.	Rs.	Rs.	Rs.	Rs.
2,900	8,966	8,742	9,000	8,750

(ii) *Insert* the following entries below the entries against pay scale Rs. 2,900

Col. I	*Col. 2*	*Col. 3*	*Col. 4*	*Col. 5*	*Col. 6*
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
2,975	4,403	398	1,190	8,966	9,000[1]

LATEST G.I. ORDERS

(1) Recommendations of the Fifth Central Pay Commission - Central Civil Services (Revised Pay) Rules, 1997 - Clarifications regarding.

In the context of certain doubts expressed about the precise import of the Note on Rule 4 of the Central Civil Services (Revised Pay) Rules, 1997 notified vide GSR No. 569(E) dated 30th September, 1997 (published in Part II of this compilation) and included in the Explanatory Memorandum thereto, it is hereby clarified that it is intended that the normal replacement scales of pay recommended by the Fifth Central Pay Commission as notified in Part A of the First Schedule to the said Rules would be extended, as an interim measure, only in respect of those posts for which separate revised scales of pay have not yet been notified by Government. The note would consequently apply only to (a) such posts the revised scales in respect of which were under consideration by a Committee of Secretaries in terms of the Fast Track Mechanism or (b) such posts for which the revised scales are required to be notified separately. Therefore, in the case of all posts for which the revised scales of pay have already been notified in Parts B and C of the First Schedule to the Rules, such revised scales can be extended subject to the fulfilment of such conditions as have been prescribed as a pre-requisite for the grant of the revised scales of pay, wherever applicable.

[*G.I.M.F. (Deptt. of Expr.) O.M. No. 50(1)/97-IC-I dated 7.10.97*]

(2) Implementation of Fifth Central Pay Commission Recommendations — Fixation of Pay and Payment of arrears—Instructions regarding.

The undersigned is directed to refer to the Central Civil Services (Revised Pay) Rules, 1997, notified vide G.S.R. No. 569(E) dated September, 30, 1997 (published in part II of this compilation), and to state that in terms of Rule 7 of these Rules, Government servants are required to exercise their option for drawal of their pay in the revised scales of pay in the format prescribed in the Second Schedule to the Rules.

2. The sequence of action to be taken on receipt of the options will be as follows :

(i) On fixation of pay in the revised scales of pay applicable, pay and allowances for the month of October 1997 may be drawn and paid on the basis of the revised scales of pay and the applicable allowances thereon after deduction of enhanced subscription to the General Provident Fund with reference to the revised pay.

(ii) Bills may be drawn separately in respect of the arrears of pay and allowances for the period from January 1, 1996 to September 30, 1997. In cases where the aggregate arrears computed after deduction of subscription at enhanced rates with reference to the revised pay works out to Rs. 5,000 or less, these may be paid entirely in cash in a lumpsum. If, however, the arrears work out to more than Rs. 5,000, these may be paid in cash in two instalments, the first instalment being restricted to Rs. 5,000 plus 50 per cent of the balance amount. Orders in regard to the payment of the second instalment will be issued separately.

(iii) Similar sequential action as indicated above may be taken for the authorisation of the revised pay and allowances of those employees whose options might be received later.

3. With a view to expediting the authorisation and disbursement of arrears, it has been decided that the arrear claims may be paid without pre-check of the fixation of pay in the revised scales of pay. The facility to disburse arrears without pre-check of fixation of pay will not, however, be available in respect of those Government servants who have relinquished service on account of dismissal, resignation, discharge, retirement etc. after the date of implementation of the Pay Commission's recommendations but before the preparation and drawal of the arrear claims as well as in respect of those employees who had expired prior to exercising their option for the drawal of pay in the revised scales.

4. In order to ensure correct and systematic fixation of pay in the revised scales of pay, a proforma for the purpose **(Statement of Fixation of Pay)** is enclosed *(Annexe-I)*. The statement should be prepared in triplicate and one copy thereof should be pasted in the Service Book of the Government Servant concerned and another copy made available to the concerned accounting authorities [Chief Controller of Accounts/Controller of Accounts/Accounts Officer] for post-check. Attention is also invited in this connection to the Government decision contained at Sl. No. 2(v) of the Part 'A' of the Resolution No. 50(1)/IC/97 dated September 30, 1997 regarding the adjustment of the instalments of Dearness Allowance paid between July 1, 1996 and June 30, 1997. Further, while computing and authorising the arrears, the third instalment of Interim Relief paid w.e.f. April 1, 1996 will also be adjusted.

5. The requirement of pre-check of pay fixation having been dispensed with, it is not unlikely that the arrears due in some cases may be computed incorrectly leading to overpayments that might have to be recovered

subsequently. The Drawing & Disbursing officers should, therefore, make it clear to the employees under their administrative control, while disbursing the arears, that the payments are being made subject to adjustment from amounts that may be due to them subsequently should any discrepancies be noticed later. For this purpose, an undertaking may also be obtained in writing from every employee at the time of disbursement of the arrears/pay and allowances for October, 1997 to the effect that any excess payment that may be found to have been made as a result of incorrect fixation of pay in the revised scales will be refunded by him to Government either by adjustment against future payments or otherwise. A specimen **form of the undertaking** is also enclosed (*Annexe-II*).

6. In authorising the arrears, Income tax as due may also be deducted and credited to Government in accordance with the instructions on the subject.

7. On receipt of the necessary options, action for drawal and disbursement of arrears should be completed immediately.

[*G.I.M.F. Deptt. of (Expr.) O.M. F. No. 50(2)/97/IC-I dated 14.10.97*]

ANNEXE-I

Statement of fixation of pay under Central Civil Service (Revised Pay) Rules, 1997

1. Name of the Government Servant :
2. Designation of the post in which pay is to be fixed as on January 1, 1996 :
3. Status [Substantive/Officiating] :
4. Pre-revised scale(s) of pay applicable for the Post, [In case more than one scale of pay is applicable for the post and these have been merged in pursuance of the recommendation of the 5th CPC in a single revised scale, the scale of pay in which the employee was actually drawing his pay should be specified] :
5. Existing emoluments as on January 1, 1996 :

(a) Basic pay [including Stagnation Increments, if any] :

(b) Special Pay [Rule 7(1)(B)] :

(c) Dearness Allowance applicable at AICPI average 1510 [1960=100] :

(d) Interim Relief [First Instalment] :

(e) Interim Relief [Second Instalment] :

(f) Total Existing Emoluments [(a) to (e)] :

6. Fitment Weightage [40% of Basic Pay] :

7. Total [Sl. Nos. 5(f) & 6] :

8. Applicable revised scale of pay corresponding to the pre-revised scale shown at Sl. No. 4 above :

9. (a) Stage in the revised scale of pay at which pay is to be fixed in terms of Sub-Rule 1(A), 1(B), 1(C) or 1(D) as the case may be, excluding the benefit of bunching as envisaged in the First Proviso to Sub-Rule 1(A) of Rule 7 :

(b) Number of increments due on account of bunching [First Proviso to Sub-Rule 1(A) of Rule 7] :

(c) Stage in the revised scale of pay at which pay is to be fixed including the benefit on account of bunching :

(d) Stage in the revised scale of pay at which pay is to be fixed so as to ensure at least one increment in the revised scale for every three increments in the pre-revised scale [Second Proviso to Sub-Rule 1(A) of Rule 7] :

10. Pay fixed in the applicable revised scale of pay [Stage of pay at Sl. No. 9(c) or 9(d), whichever is higher] :
11. Stepped up pay with reference to the revised pay of Junior, if applicable [First Proviso to Sub-Rule 1(A) of Rule 7, read with Note 6 below Rule 7(1)] Name and pay of the junior also to be indicated distinctly :
12. Revised pay with reference to the Substantive Pay in cases where the pay fixed in the officiating post is lower than the pay fixed in the substantive post if applicable [Sub-Rule (2) of Rule 7] :
13. Personal Pay, if any [Note 5 below Rule 7(1)] :
14. Revised Emoluments after fixation :
    - (a) Pay in the Revised Scale :
    - (b) Special Pay, if admissible [Sub-Rule 1(C) of Rule 7] :
    - (c) Personal Pay, if admissible [Note 5 below Rule 7(1)] :
    - (d) Non-Practising Allowance, if admissible [Sub-Rule 1 (D) of Rule 7] :
15. Date of Next Increment [Rule 8] and pay after grant of increment :

Date of Increment	*Pay after Increment*

16. Any other relevant information :

Date :

Signature and Designation
of Head of Office

ANNEXE-II

Undertaking

I hereby undertake that any excess payment that may be found to have been made as a result of incorrect fixation of pay or any excess payment detected in the light of discrepancies noticed subsequently will be refunded by me to the Government either by adjustment against future payments due to me or otherwise.

Signature : ....

Date :

Name : ....

Station :

Designation : ....

PART-I

1

TERMS OF REFERENCE OF FIFTH CENTRAL PAY COMMISSION (as modified)

Government of India, Ministry of Finance, Department of Expenditure Resolution No. 5(12)E-III/93 dated 9.4.94 as amended.

The Government of India have been considering for some time past the changes that have taken place in the structure of emoluments of Government employees over the years. Conditions have also changed in several respects since the last Pay Commission made its Report in 1986. Accordingly, it has been decided to appoint the Fifth Central Pay Commission comprising the following :—

1. Chairman — Shri Justice S.R. Pandian
2. Member — Prof. Suresh Tendulkar
3. Member-Secretary — Shri M.K. Kaw

2. The terms of reference of Commission will be as follows:—

(a) To evolve the principles which should govern the structure of emoluments and those conditions of service of Central Government employees which have a financial bearing.

(b) To examine the present structure of emoluments and conditions of service of the following categories of Government employees, taking into account the total packet of benefits available to them and suggest changes therein which may be desirable and feasible :—

(i) Central Government employees—industrial and non-industrial;

(ii) Personnel belonging to the All India Services;

(iii) Personnel belonging the Armed Forces;

*(iv) Personnel of the Union Territories; except Members of the Subordinate Judiciary; and

(v) Officers and employees of the Supreme Court of India and the High Court of Delhi.

(c) To examine, with a view to having a proper pension structure for pensioners, the existing pension structure including death-cum-retirement benefits and make recommendations relating thereto which may be desirable and feasible.

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*Modified vide G.I.M.F. (Deptt. of Expenditure) Resolution No. 5(12)E. III/93 dated 24.10.1996.

(d) To examine the work methods and work environment as also the variety of allowances and benefits in kind that are presently available to the aforementioned categories in addition to pay and to suggest rationalism and simplification thereof with a view to promoting efficiency in administration, reducing redundant paper-work and optimising the size of the Government machinery.

(e) To make recommendations on each of the foregoing having regard, among other relevant factors, to the prevailing pay structure and retirement benefits available under the State Governments, etc. economic conditions in the country, the resources of the Central Government and the demands thereon such as those on account of economic and social development, defence and national security and requirements of sound fiscal management.

*(f) The Commission may consider the demands of the staff side of the National Council of the JCM for grant of another instalment of interim relief and merger of a further portion of DA with pay (for the purpose of gratuity alone) and send a report thereon, if the Commission feels that it will not be possible for them to submit their Final Report within a period of 18 months from the date of its appointment.

While considering these demands, the Fifth Central Pay Commission may take into account the interim relief and the merger of 20% of DA with pay only for the purpose of gratuity, already sanctioned by the Government in September, 1993.

**(g) The Commission may consider whether another instalment of interim relief may be granted to the Central Government employees and give an interim report thereon. The interim relief, if recommended, shall have to be fully adjusted against and subsumed in the package which may become admissible to the Central Government Employees on acceptance of the final Recommendations of the Pay Commission.

***(h) To examine the various methodology employed for determination and payment of Productivity Linked Bonus (PLB) in the Ministries and

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* Inserted vide G.I.M.F (Deptt. of Expenditure) Resolution No. 5(12) E. III/93 dated 12.1.95.

** Inserted vide G.I.M.F. (Deptt. of Expenditure) Resolution No. 5(12) E. III/93 dated 17.7.1996.

*** Inserted vide G.I.M.F. (Deptt. of Expenditure) Resolution No. 5(IB) E. III/93 dated 19.11.1996.

Departments of the Central Government and recommend the general principles and conditions which should govern payment of bonus and also to recommend the specific parameters for evolving bonus formulae for each Ministry and Department where PLB schemes are in Force at present.

The Commission may also examine the '*ad hoc*' bonus scheme in force in those Departments where PLB schemes are not in operation with a view to recommending the desirability and feasibility of introducing productivity linked incentive scheme and may recommend a specific formulae for determining the productivity index and other related parameters.

3. The Commission will devise its own procedure and may appoint such Advisers, institutional consultants and experts as it may consider necessary for any particular purpose. It may call for such information and take such evidence as it may consider necessary, Ministries and Departments of the Government of India trust that State Governments, Service Associations and others concerned will extend to the Commission their fullest cooperation and assistance.

4. The Commission will make its recommendations as soon as feasible. It may consider, if necessary, sending reports on any of the matters as and when the recommendations are finalised.

2

[1]FIFTH CENTRAL PAY COMMISSION'S RECOMMENDATIONS AT A GLANCE

A. Classification and Pay Scales

1. Function based classification of employees into Top Executives, Senior Executives, Executives, Supervisory Personnel, Supporting Personnel and Auxiliary Personnel.
2. Distinction between gazetted and non-gazetted officers to be abolished. [*Para 44.22 of the Report*]
3. Number of Pay Scales reduced from 51 to 34. [*Para 43.1 & Annexure I*]
4. All executives and Supervisory personnel would have powers of attestation etc. [*Para 44.22*]

B. Working Hours and Holidays

5. 6-day week with Second Saturday off. 40 hours per week will continue (excluding lunch) (*not accepted*) [*Para 43.18*]
6. Gazetted Holidays to be reduced from 17 to 3 viz. Republic Day, Independence Day and Mahatma Gandhi's Birthday. 16 Restricted Holidays to be permitted. (*not accepted*)
7. No holidays on death of any leader except the President and Prime Minister in office. (*accepted*)
8. Overtime allowance to be abolished. (Para 118.13) (*Status quo to be continued but to be reviewed*)

C. Pay and Allowances

9. Minimum to Maximum ratio retained at 1:10.7 as done by Fourth Pay Commission. [*Para 43.4*]
10. Broad multiplier of 3.25 used for working out minimum and maximum of new pay scales. [*Para 43.4*]
11. All allowances and pensions to be paid net of taxes. [*Paras 167.10 and 167.11*] (*not accepted*)
12. Revised pay scales, DA and pension to be effective from 1.1.1996. All other allowances to be allowed prospectively. (*accepted*)

---

[1] Government's Decisions have been indicated in brackets.

13. Abolition of all Efficiency Bar (EB) and deletion of F.R.-25. [*Para 43.29*]
14. Denial of increment to unsatisfactory, or below average staff without departmental proceedings. [*Para 43.25*]
15. Rate of increment varies from 1.4% at lower levels to 3.4% of mean at higher/middle levels. (Para 43.18) (*The minimum increment has been raised to 2-1% to 2-66%*).
16. Bonus to be linked to productivity and not to production. Eligibility ceiling fixed at Rs. 4,500 p.m. While bonus shall continue to be calculated at a ceiling of Rs. 2,500 p.m. Maximum Bonus fixed at 30 days in case of *ad hoc* Bonus and 55 days in case of productivity-linked Bonus. (Para 111.49) (*All Group C and D and non-Gazetted Group B employees will get bonus without salary eligibility ceiling*).
17. Dearness Allowance to be converted into Dearness Pay, everytime the Consumer Price Index increases by 50% over the base index.
18. CCA more than doubled for A class cities. A new category of A-1 cities added in which case CCA shall be almost triple. (*Paras 106.7 & 106.10*) (*accepted*)
19. Project Allowance rates doubled.
20. Training allowance extended to all faculty members, including trainers on deputation, @ 15% of Basic Pay as before.
21. Telephone Attendant Allowance @ Rs. 1,500 p.m. allowed to executives of Deputy Secretary rank and above. (*not accepted*)
22. Entertainment allowance ranging from Rs. 600 to Rs. 1,000 p.m. for certain specified officers.
23. TA and DA liberalised/revised, stay in private hotels and air-travel also permitted.
24. Transport Allowance ranging between Rs. 75 and Rs. 800 to be allowed to all employees (Para 107.13) (*accepted with certain modifications*)
25. Three Home Town LTCs allowed in a block of four years. (*Para* 108.7) (*Status quo is to be maintained in regard to number of occasions on which the facility can be availed of in a block of four years*)
26. HRA @ 30% of the maximum pay scale in A-1 cities and between 5% 15% in other cities. (Para 112.48) (*accepted subject to quantum of allowance being linked to actual pay drawn*)
27. Higher leave encashment for 300 days. (*accepted*)
28. Maternity leave enhanced to 135 days. Paternity leave of 15 days for male employees.
29. Age of initial recruitment for women to be 35 years.

D. Reliefs for Pensioners

30. Retirement age increased to 60 years from the date of issue of orders. (*Paras 128.16 & 17.*) (*Retirement age is to remain 58 years*)

31. Pension at 67% of average 6 months pay to be allowed. Additional Pension @ 1% for each additional year of service after 33 years. [Chapter 133]
32. Commuted pension raised to 40%. (*accepted*)
33. Restoration of Commuted pension after 12 years instead of 15 years. (*not accepted*)
34. Total parity between pre-and post-1.1.1996 pensioners. (*accepted*)
35. Gratuity to be paid on Pay + DA on the date of retirement with no ceiling.(*Para 133.38*)

    (*Accepted subject to the condition that the existing ceiling of gratuity will be increased from Rs 2.5 lakhs to Rs. 3.5 lakhs.*)

E. Other Benefits and Advances

36. Interest @ 13% on General Provident Fund.
37. House Building Advance raised to Rs. 7.5 lakhs with Rate of interest ranging between 6-11%.
38. Amount of other advances raised—

    (i) Car Advance : 1.8 lakhs. (Pay above Rs. 8,000)

    (ii) Motor Cycle Advance........ Rs. 30,000

    (iii) Scooter Advance Rs. 20,000

    (iv) Bicycles Advance Rs. 1,500 (Pay below Rs. 5,000)

    (v) Personal Computer Rs. 1 lakh (Pay above Rs. 8,000)
    (Pay Rs. 5,001 to Rs. 8,000) (— do —)

    (vi) Festival advance replaced by a General Purpose Advance equal to half month's Basic Pay *plus* DA. (Supporting & Auxiliary staff only.
    (*Para 123.7*)

F. Promotion

39. Assured Career Progression (ACP) Scheme with financial upgradations as under :

Category	*Completed Years of Service*
Group A	4, 9 and 13
Group B	8 and 16
Group C	10 and 20
Group D	12 and 24

40. Flexible Complementing Scheme extended to cover all Research and Development Professionals viz. scientists, technologists, medical and computer professionals.

G. Reliefs for Medical Services

41. For the medical service, Non-practicing Allowance (N.P.A.) has been raised at a uniform rate of 25% of basic pay, subject to the condition that pay *plus* NPA not exceeding Rs. 29,500. (*Chapter 52, Para 16*)

3

[1][HIGHLIGHTS OF GOVERNMENT DECISIONS ON COMMISSION'S RECOMMENDATIONS

The Fifth Central Pay Commission which was constituted on 9.4.94 submitted its Report to the Government on 30th January, 1997. The Commission has made wide-ranging recommendations covering administrative and civil services reforms, right-sizing of the Government machinery, restructuring the Government including contracting out of services and privatisation. The thrust of the Report is to promote efficiency in Government by restricting the role of the Government to the core areas and to recruit, train and retain talented persons in Government service.

2. The Government constituted an Empowered Committee to consider and process the Report of the Pay Commission. Thereafter, Group of Ministers looked into the recommendations of the Fifth Pay Commission. The Union Government on 18th July, 1997 accepted most of the recommendations of the Fifth Pay Commission with material changes and as a package announced on 21st July, 1997 and thereafter on 11th September, 1997 a hafty pay hike for its employees. The highlights are as under :—

(a) The minimum starting pay at the lowest grade has been revised to Rs. 2,550 from Rs. 750 and pay at the highest grade enhanced to Rs. 30,000 from Rs. 9,000.

(b) **Modification in Lower five scales S-1 to S-5 and S-13** — The following six scales of pay (S-1, S-2, S-3, S-4, S-5 and S-13 grades), recommended by the Commission will be improved and the revised pay scales for these grades will be as below :

Recommended by the Commission	*As modified by the Government*
S-1 : Rs. 2,440-40-3,200.	Rs. 2,550-55-2,660-60-3,200
S-2 : Rs. 2,550-45-3,540.	Rs. 2,610-60-3,150-65-3540
S-3 : Rs. 2,650-50-4,000.	Rs. 2,650-65-3,300-70-4,000
S-4 : Rs. 2,750-55-4,400.	Rs. 2,750-70-3,800-75-4,400
S-5 : Rs. 3050-70-4,590.	Rs. 3,050-75-3,950-80-4,590
S-13 : Rs. 7,000-225-11,500.	Rs. 7,450-225-11,500

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[1][Extracts from hand out of Press Information Bureau Explanatory Memorandum read with decisions taken on 11.9.97 in the meeting held by the Group of Ministers with staff side Members of J.C.M. and also G.I.M.F. (Deptt. of Expr.) Resolution No. 50 (1)/IC/97 dated the 30th September, 1997.

(c) **Fixation of Pay** —

The formula will be Basic Pay (as on 1.1.96) *plus* DA at the index average of 1510 as on 1.1.96 *plus* I & II Interim Relief *plus* 40% of the Basic Pay (as on 1.1.96) and pay to be fixed in the next stage in the revised scale. However, in cases of bunching, one additional increment in the revised scale for every three increments in the pre-revised scale will be ensured.

The above improvements imply that the minimum benefit rises from Rs. 490 to Rs. 8,120 per month, excluding additional allowance admissible by way of increased **H.R.A., C.C.A. and Transport allowance.** Of course, 3rd instalment of Interim Relief at the rate of **10% of the basic pay subject to a minimum of Rs. 100 p.m. granted with effect from 1st April, 1996 is to be fully adjusted against and subsumed in the package that will become admissible on acceptance of Commission's final recommendations as per *G.I. M.F. (Deptt. of Expr.) O.M. No. 7(23) EIII/96 dated 6th September 1996.*** Further the instalment of D.A. sanctioned from 1.7.96 and 1.1.97 will be adjusted against the D.A. payable under revised formula/arrears on account of revision of pay scales *vide* Para 2(v) of Part-A of M.F. Resolution dated 30.9.1997.

(d) **Date of effect** — Commission's recommendations that the revised pay scales, dearness allowance and pension should be given retrospective effect from 1.1.1996, has been accepted. The recommendation that all other allowances including C.C.A. H.R.A., etc. may be made applicable prospectively has been accepted for impliementation with effect from 1.8.1997 notwithstanding that Orders may issue later in the month.

(e) **Arrears in cash**—The Commission's recommendation regarding payment of arrears has been modified to the extent that the arrears would be paid in cash with the stipulation that where the amount of arrears is less than Rs. 5,000, it should be paid in one instalment and where it is in excess of Rs. 5,000, it should be paid in two instalments; in the first instalment payment should be restricted to Rs. 5,000 *plus* fifty percent of the balance amount of arrears.

(f) **Telephone Attendance Allowance** — The recommendation to grant Telephone Attendant Allowance has not been agreed to.

(g) **Transport Allowance** — Transport Allowance may be granted as recommended by the Commission, with the modification that those employees who are provided with Government accommodation within a distance of one kilometer from the place of duty or within a campus housing the places of work and residence and those who are provided with the facility of Government transport will not be paid the allowance.

(h) **Payment of allowances and pension net of Taxes**—The recommendation of the Commission that allowances and pension may be of *net* of taxes, has *not* been accepted.

(i) **Hours of Work, Holidays and Leave** — Government has decided to continue the existing system of a 5 day week instead of a 6 day week suggested by the Pay Commission as no perceptible gain is noticed in switchover to six day working week as the number of working hours per week remain the same. The number of holidays have been kept at the existing level. No holiday may be declared in the event of death of any person other than the incumbent President or incumbent Prime Minister.

(j) **Leave Travel Concession**—The recommendations of the Commission in respect of the entitlements to Leave Travel Concession has been accepted. *Status quo* is, however, to be maintained in regard to the number of occasions on which the facility can be availed in a block of four years.

(k) **House Rent Allowance**—The recommendations of the Commission in respect of House Rent Allowance has been accepted subject to the quantum of the allowance being linked to the actual pay drawn instead of the maximum of the scale.

(l) **Age of Superannuation**—Retirement age is to remain 58 years.

(m) **Ceiling on accummulation of Earned Leave**—Commission's recommendation relating to enhancement of the ceiling on accummulation of earned leave from 240 days to 300 days and its encashment has been accepted. However, proposal for conversion of half pay leave into Earned Leave for the purposes of encashment has *not* been accepted.

(n) **Pensionery Benefits** —

(i) **Minimum Pension :** The existing minimum pension/family pension will be raised from Rs. 375 to Rs. 1,275 p.m.

(ii) **Family Pension :** In the case of Family Pension, the slab system for computation will be abolished and will be replaced with 30% of the pay of the deceased Government servant at the time of his retirement. This new formula of family pension will apply to the existing family pensioners as well as future family pensions.

(iii) **Maximum Pension :** The ceiling on the amount of pension will be 50% of the highest pay in the Government, and 30% of such pay for family pension.

(iv) **Dearness Relief :** There will be cent per cent neturalisation of cost of living for pensions as in the case of serving Government employees.

(v) **Consolidation of Pension :** The pension of the existing pensioners will be consolidated by adding to basic pension, Dearness Relief on 1.1.1996, IR-I, IR-II and fitment weightage of 40% of the basic pension. The consolidated pension as on 1.1.96 will become basic pension for the existing pensioners.

(vi) **Increase in Pension for Pre-1986 retirees :** In the case of Pensioners, who retired earlier to 1.1.86, their pension will be updated first by notional fixation of their pay as on 1.1.1986 and, thereafter consolidation will be done on the above lines. This consolidation pension will be the new pension for pre-1.1.1986 retirees.

(vii) **Medical Allowance :** A Medical Allowance of Rs. 100 p.m. will be given to pensioners for their OPD treatment where the CGHS facilities are not available; they will continue to be entitled to hospitalisation facilities.

(viii) **Definition of Family :** The definition of 'Family' for the purpose of Family Pension will be enlarged, and parents included in that definition.

(ix) **Gratuity Formula :** The formula for calculation of gratuity will remain the same. But definition of 'emoluments' for calculation of all kinds of gratuities (retirement, death, service, terminal) will be revised to include DA on the basic pay on the date of retirement. The existing ceiling of gratuity will be increased from Rs. 2.5 lakhs to Rs. 3.5 lakhs.

(x) **Commutation Formula :** The Government servant will be entitled to commute 40% of the pension against the existing limit of one-third. The commuted portion of the pension will continue to be restored after 15 years from the date of commutation.

(o) Travelling Allowance/Daily Allowance and Transport Allowance are to be linked, for the present to pay scales and not classification of posts.

4

[1][COMMISSION’S RECOMMENDATIONS ON WHICH DECISIONS HAVE YET TO BE TAKEN

A. **Other Services :**

1. The issues involved in the recommedations of the Fifth Central Pay Commission in respect of revised pay scales of posts in DANICS and DANIPS as also issues involved in the categories of posts, mentioned by JCM, such as Motormen/Engine Drivers and Diesel Assistants in the Ministry of Railways, Engineering Assistants in the Ministry of Information and Broadcasting, Senior Auditors and Accountants of various accounts organisations and JTO/Assistant Engineers of Telecom Departments are being considered separately by concerned Administrative Departments, through the *fast-track* mechanism. Separate orders will be issued in respect of these categories pending which normal replacement scales will apply.
2. In these as well as all other cases where the Fifth Central Pay Commission has recommended upgradation for individual categories or posts in a Department or cadre, otherwise than by rationalisation of pay scales, the final decision should take into consideration the existing parity among the relevant Services. In the interim, only the normal replacement pay scales may be allowed for those services and categories of posts.

B. **Allowances and Advances :**

Proposals pertaining to grant of Risk Allowance, Night Duty Allowance, Deputation Allowance, Entertainment Allowance, etc. and House Building Advance, Motor Car Advance. etc. with modifications wherever deemed necessary, will be decided upon separately with the approval of Minister of Finance.

C. **Overtime Allowance :**

While *status quo* in regard to Overtime Allowance may continue, a Committee of Secretaries will review the matter expeditiously to make the eligibility more restrictive and commensurate with the interest of Government work.

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[1] [Extracts from hand out of Press Information Bureau Explanatory Memorandum read with decisions taken on 11.9.1997 in the meeting held by the Group of Ministers with staff side Members of JCM and also G.I.M.F. Deptt. of Expr. Resolution No. 50 (1)/IC/97 dated 30.9.1997.

D. **Assured Career Progression Scheme for Central Government Employees :**

A Committee of Secretaries has been directed to examine in depth and expeditiously the implications of the recommendations made by the Fifth Central Pay Commission in this regard. However, two financial upgradations for every Group 'C' and 'D' employee in a career will be ensured. The frequency and modalities will be worked out.

E. **Merger of Departments/Ministries :**

(i) The recommendation of the Fifth Central Pay Commission referred to a Committee of Secretaries for time-bound processing.

(ii) Department — specific recommendations including specific anomalies if any, are to be processed by concerned Ministers/Department and Government's approval is to be obtained.

F. **Minimum Benefit on Promotion:**

This being a new principle which the Fifth Central Pay Commission has enunciated in its report, the same has not yet been examined by the Government; besides no percentage of minimum benefit at the time of promotion is presently prescribed in the financial rules of the Government. Accordingly, when this recommendation is examined by the Government for a decision, the demand of the Staff Side for a minimum benefit of 5% of the basic pay in the lower post will be kept in view.

G. **Qualifying service :**

The demand that service rendered as a Casual Labourer followed by regularisation should be counted as qualifying service for pension will be examined on merits by the Government.

H. **Special Duty Allowance to Group 'B', 'C' & 'D' Categories :**

It is not possible for the Government to agree to the demand of the Staff Side for grant of Special (Duty) Allowance to Group "B", "C" and "D" categary of employees serving in North Eastern Region *not having all India transfer liability*.

However, the question of granting any incentive to such employees who are posted to the N.E. Region from outside the region will be considered separately on merits.

5

FIXATION OF PAY IN THE REVISED PAY SCALES
(Chapter 169 of the Pay Commission Report)

169.1 Demands made in various Memoranda. A wide-ranging set of demands has been received suggesting the manner in which the pay of the civilian employees should be fixed in the revised scales of pay. By and large the views expressed in the memoranda have favoured point-to-point fixation, so that the full benefit of fixation is given to the senior employees. It has been alleged that in Public Sector Undertakings and Banks, the pay has been revised on the basis of point-to-point fixation. The Staff Side of the National Council (JCM) have opined that the only way to provide equal benefits to all is to accept point-to-point fixation in the revised scales of pay. Government Employees National Confederation have also urged that in order to provide equitable justice to all and to avoid anomalies in pay fixation as well as to maintain the logical difference of pay rise between senior and junior employees, pro-rata fixation should be made on stage to stage and point-to-point basis, taking into consideration the total length of service rendered by an employee in the pre-revised pay scale. This means that the total number of increments drawn by the employee in the pre-revised scale of pay should be counted in order to fix the corresponding stage in new pay scale. Some others have suggested that a percentage increase of 20 to 50% over the existing emoluments should be aimed at.

169.2 Our recommendation. Having considered these suggestions and views and taking all relevant factors into account, we recommend that the pay of an employee may be fixed in the proposed scales of pay in the following manner :—

(i) An amount representing [1][20% of the basic pay *plus* stagnation increment, wherever applicable, in the pre-revised scale may be added to his 'emoluments' as on 1.1.96 at the AICPI average of 1,510. Pay may thereafter be fixed in the proposed scale at the stage next above the emoluments thus computed. The term 'emoluments' for this purpose will include the following :—

(a) basic pay in the pre-revised scale;

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[1] [Since enhanced to 40% by the Government *vide* G.I.M.F. Notification dated 30.9.1997.]

(b) dearness allowance at the index average of 1510 as on 1.1.96;

(c) amount of first instalment of interim relief at the rate of Rs. 100; and

(d) amount of second instalment of interim relief at the rate of 10% of pre-revised basic pay, subject to a minimum of Rs. 100.

If the minimum of the proposed scale is more than the amount so arrived at, the pay may be fixed at the minimum of the revised scale.

(ii) In the case of an employee who is in receipt of special pay/allowance in addition to pay in pre-revised scale which has been recommended for replacement by a scale of pay without any special pay/allowance, pay may be fixed in the proposed scale in accordance with the provisions of sub-para(i) above, except that in such cases, the term 'emoluments' will include the following :—

(a) basic pay in the pre-revised scale;

(b) existing amount of special pay or allowance;

(c) admissible dearness allowance at the index average of 1510 as on 1.1.96;

(d) amount of first instalment of interim relief @ Rs. 100; and

(e) amount of second instalment of interim relief @ 10% of pre-revised basic pay, subject to a minimum of Rs. 100.

(iii) In case of an employee who is in receipt of special pay component with any other nomenclature in addition to pay in the pre-revised scale such as personal pay for promoting small family norms, special pay to Parliament Assistants, Central (Deputation on Tenure) Allowance etc, and in whose case the same has been replaced in the revised scale of with corresponding allowance pay at the same rate or at a different rate, the pay in the revised scale may be fixed in accordance with the provision of sub-para(i) above. In such cases the allowance at the new rate as recommended may be drawn in addition to pay in the revised scale of pay.

(iv) In the case of a medical officer who is in the receipt of Non-Practising Allowance (NPA), pay may be fixed in the proposed scale in accordance with the provision of sub-para(i) above, except that in such case the term 'emoluments' will not include NPA at existing rate and will comprise only the following :—

(a) basic pay in the pre-revised scale of pay;

(b) dearness allowance on the basic pay and NPA admissible at the index average of 1510 as on 1.1.96 under the relevant orders;

(c) amount of first instalment of interim relief @ Rs. 100; and

(d) amount of second instalment of interim relief admissible on the basic pay and NPA under the relevant orders.

In such cases, NPA at the new rates may be drawn in addition to pay in the revised scale of pay.

(v) *Wherein, as a result of fixation of pay as explained above, the pay of Government servants drawing pay at more than four consecutive stages in an existing scale gets bunched, that is to say, gets fixed in the revised scale at the same stage, the pay in the revised scale of such of those Government servants who are drawing pay beyond the first four consecutive stages in the existing scale shall be stepped up, by the grant of increment(s) in the revised scale in the following manner :—

(a) for Government servants drawing pay from the 5th upto the 8th stage in the existing scale — by one increment.

(b) for Government servants drawing pay from the 9th upto the 12th stage in the existing scale, if there is bunching beyond the 8th stage—by two increments.

(c) for Government servants drawing pay from the 13th upto the 16th stage in the existing scale, if there is bunching beyond the 12th stage—by three increments.

169.3 Stepping up of pay : If by stepping up of the pay as above, the pay of a Government servant gets fixed up at a stage in the revised scale which is higher than the stage at which the pay of a Government servant who was drawing more pay in the pre-revised scale, pay of the latter shall also be stepped up to the level at par with the former.

169.4 Date of next increment : Except for cases covered in para 169.3 supra, the next increment in all cases may be given on the anniversary of the last increment. In cases of the types referred to in para 169.3 above, the next increment may be allowed after completion of one year from the date of fixation of the pay in the revised scale.

169.5. Special cases : If there are any special or hard cases which are not covered under the provisions explained above, they may be dealt with on merits by the Government.

169.6. Illustrations : A few illustrations of pay fixation in the revised scales are given in Annexure.

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*[The formula has considerably been improved. Please refer third Proviso to Rule 7 of the C.C.S. (R.P) Rules, 1997.]

Annexure

ILLUSTRATIONS

Illustration No. 1 {see para 169.2(i)}

1.	Existing scale of pay	: Rs. 750-12-870-14-940
2.	Proposed scale of pay	: Rs. 2,440-40-3,200
3.	Existing basic pay	: Rs. 870
4.	D.A. at index average 1510	: Rs. 1,288
5.	First instalment of I.R.	: Rs. 100
6.	Second instalment of I.R.	: Rs. 100
7.	Existing emoluments	: Rs. 2,358
8.	Add 20% of existing basic pay	: Rs. 174
	Total	: Rs. 2,532
	Pay to be fixed in the revised scale	: Rs. 2,560

Illustration No. 2 {see para 169.2(ii)}

1.	Existing scale of pay	: Rs. 2,200-75-2,800-EB-100-4,000 with special allowance of Rs. 100 p.m.
2.	Proposed scale of pay	: Rs. 8,000-275-13,500 without any special allowance.
3.	Existing basic pay	: Rs. 2,500
4.	Existing amount of special pay or allowance	: Rs. 100
5.	D.A. at index average 1510	: Rs. 3,700
6.	First instalment of I.R.	: Rs. 100
7.	Second instalment of I.R.	: Rs. 250
8.	Existing emoluments	: Rs. 6,650
9.	Add 20% of existing basic pay	: Rs. 500
	Total	: Rs. 7,150

Pay to be fixed in the revised scale : Rs. 8,000 (minimum) without any special pay or allowance.

Illustration No. 3 {see para 169.2(iii)}

1. Existing scale of pay : Rs. 1,640-60-2,600-75-EB-2,900 *plus* special pay of Rs. 200
2. Proposed scale of pay : Rs. 5,500-175-9,000 *plus* revised special allowance of Rs. 400.
3. Existing basic pay : Rs. 2,600
4. D.A. at index average 1510 : Rs. 3,848
5. First instalment of I.R. : Rs. 100
6. Second instalment of I.R. : Rs. 260
7. Existing emoluments : Rs. 6,808
8. Add 20% of existing basic pay : Rs. 520

Total : Rs. 7,328

Pay to be fixed in the revised scale : Rs. 7,425 *plus* special allowance as revised.

Illustration No. 4 {see para 169.2(iv)}

1. Existing scale of pay : Rs. 2,200-75-2,800-EB-100-4,000 *plus* NPA as admissible
2. Proposed scale of pay : Rs. 8,000-275-13,500 *plus* NPA as admissible.
3. Existing basic pay : Rs. 2,350
4. Existing amount of NPA : Rs. 600
5. D.A. at index average 1510 on basic pay and NPA : Rs. 4,366
6. First instalment of I.R. : Rs. 100
7. Second instalment of I.R. on basic pay and NPA : Rs. 295
8. Existing emoluments excluding NPA : Rs. 7,111
9. Add 20% of existing basic pay : Rs. 470

Total : Rs. 7,581

Pay to be fixed in the revised scale : Rs. 8,000 (minimum) *plus* revise amount of NPA.

Illustration No. 5 {see para 169.2(v)}

1.	Existing scale of pay	:	Rs. 4,500-150-5,700
2.	Proposed scale of pay	:	Rs. 14,300-400-18,300
3.	Existing basic pay	:	Rs. 5,400
4.	D.A. at index average 1,510	:	Rs. 5,994
5.	First instalment of I.R.	:	Rs. 100
6.	Second instalment of I.R.	:	Rs. 540
7.	Existing emoluments	:	Rs. 12,034
8.	Add 20% of existing basic pay	:	Rs. 1,080
	Total	:	Rs. 13,114
	Pay to be fixed in revised scale	:	Rs. 14,700**

Government's Decision :

The fitment formula has been considerably improved. The formula will be old basic pay (as on 1.1.96) *plus* D.A. at the index average of 1510 as on 1.1.96 *plus* I&II Interim Relief *plus* 40% of the old basic pay and pay to be fixed at the next stage in the revised scale. However, in cases of bunching, one additional increment in the revised scale for every three increments (inclusive of stagnation increment(s), if any) in the pre-revised scale will be ensured. [G.I.M.F. Notification dated 30.9.1997].

[Readers are advised to refer to examples given in Explanatory Memorandum to the C.C.S. (R.P.) Rules, 1997.]

Note : Government have since notified the Central Civil Services (Revised Pay) Rules, 1997, vide Notification F.No. 50(I)/I.C/97 dated the 30th September, 1997. These Rules shall be deemed to have come into force on the 1st day of January, 1996. These Rules appear in Part II of this Compilation. Readers are advised to study these Rules thoroughly before attempting pay fixation in the Revised Pay Scales.

** Since the officer was drawing pay at the seventh stage in the pre-revised scale and as the pay of those Government servants who are drawing pay from the 5th to 8th stage in the existing scale has to be stepped up by one increment, when it gets bunched in the revised scale, his pay has been stepped up by one increment in accordance with para 169.2(v)(a).

6

SCALES OF PAY AS RECOMMENDED BY THE COMMISSION

Sl. No.	Existing Standard Scales of Pay (Rs.)	Grades	Revised Standard Scales of Pay (Rs.)		Span in Years
1.	750-12-870-14-940	S-1	2,440-40-3,200	Since modified by Govt. Please refer para 2(b) of Chapter 3	19
2.	775-12-871-14-1,025	S-2	2,550-45-3,540		22
3.	800-15-1,010-20-1,150	S-3	2,650-50-4,000		27
4.	825-15-900-20-1,200	S-4	2,750-55-4,400		30
5.	950-20-1,150-25-1,400 950-20-1,150-25-1,500 1,150-25-1,500	S-5	3,050-70-4,590		22
6.	975-25-1,150-30-1,540 975-25-1,150-30-1,660	S-6	3,200-85-4,900		20
7.	1,200-30-1,440-30-1,800 1,200-30-1,560-40-2,040 1,320-30-1,560-40-2,040	S-7	4,000-100-6,000		20
8.	1,350-30-1,440-40-1,800-50-2,200 1,400-40-1,800-50-2,300	S-8	4,500-125-7,000		20
9.	1,400-40-1,600-50-2,300-60-2,600 1,600-50-2,300-60-2,660	S-9	5,000-150-8,000		20
10.	1,640-60-2,600-75-2,900	S-10	5,500-175-9,000		20
11.	2,000-60-2,120	S-11	6,500-200-6,900		2
12.	2,000-60-2,300-75-3,200 2,000-60-2,300-75-3,200-100-3,500	S-12	6,500-200-10,500		20
13.	2,375-75-3,200-100-3,500 2,375-75-3,200-100-3,500-125-3,750	S-13	[1][7,000-225-11,500		20
*	2,500-4,000 (proposed new pre-revised scale)	S-14	7,500-250-12,000		18

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[1] [Since modified by Govt. Please refer para 2(b) of Chapter 3.

*Note : It may be clarified that while discussing the various pay scales, the Commission came to the conclusion that there was need for another pay scale between Rs. 2,000-3,500/2,375-3,500/2,375-3,750 on the one hand and Rs. 2,200-4,000 or Rs. 3,000-4,500 on

Foot-note contd. to page. ...22

Sl. No.	Existing Standard Scales of Pay (Rs.)	Grades	Revised Standard Scales of Pay (Rs.)	Span in Years
14.	2,200-75-2,800-100-4,000 2,300-100-2,800	S-15	8,000-275-13,500	20
15.	2,630/- Fixed	S-16	9,000/- Fixed	
16.	2,630-75-2,780	S-17	9,000-275-9,550	2
17.	3,150-100-3,350	S-18	10,325-325-10,975	2
18.	3,000-125-3,625 3,000-100-3,500-125-4,500 3,000-100-3,500-125-5,000	S-19	10,000-325-15,200 UGC Lect.	16
19.	3,200-100-3,700-125-4,700	S-20	10,650-325-15,850	16
20.	3,700-150-4,450 3,700-125-4,700-150-5,000	S-21	12,000-375-16,500 UGC Senior Lect.	12
21.	3,950-125-4,700-150-5,000	S-22	12,750-375-16,500	10
22.	3,700-125-4,950-150-5,700	S-23	12,000-375-18,000	16
23.	4,100-125-4,850-150-5,300 4,500-150-5,700	S-24	14,300-400-18,300 UGC Selection Lect/Reader	10
24.	4,800-150-5,700	S-25	15,100-400-18,300	8
25.	5,100-150-5,700 5,100-150-6,150 5,100-150-5,700-200-6,300	S-26	16,400-450-20,000 UGC Sr Reader.	8
26.	5,100-150-6,300-200-6,700	S-27	16,400-450-20,900	10
27.	4,500-150-5,700-200-7,300	S-28	14,300-450-22,400	18
28.	5,900-200-6,700 5,900-200-7,300	S-29	18,400-500-22,400 UGC Prof	08
29.	7,300-100-7,600	S-30	22,400-525-24,500	4
30.	7,300-200-7,500-250-8,000	S-31	22,400-600-26,000 UGC Sp. Prof	6
31.	7,600/- Fixed 7,600-100-8,000	S-32	24,050-650-26,000	3
32.	8,000/- Fixed	S-33	26,000/- Fixed	—
33.	9,000/- Fixed	S-34	30,000/- Fixed	—

Foot-note contd. from page...21

the other. As such, we coined a pre-revised pay scale of Rs. 2,500-4,000 as a Group 'B' payscale, to act as an intermediate stage. As we had already decided to raise the revised payscale corresponding to Rs. 2,200-4,000 to Rs. 8,000-13,500 (instead of Rs. 7,000 etc. as it should have become if the broad multiplier of 3.25 were used), there was a gap of Rs. 1,000. It should be clearly understood that the pre-revised scale of Rs. 2,500-4,000 (as it corresponds to a revised scale of Rs. 7,500-12,000) is a lower scale than Rs. 2,200-4,000 (as it corresponds to a revised scale of Rs. 8,000-13,500).

Government's Decisions —

(1) **Improvement in Scales :** Government have taken special care to increase the emoluments of low-paid employees. Accordingly, scales 1 to 5 have been improved considerably as mentioned in para 2(b) of Chapter 3. The scale S-13 which covers senior supervisory staff of the Railways etc. will now begin at Rs. 7,450 as against Rs. 7,000 as recommended by the Pay Commission. The scale of Audit officer/Accounts officer in the Indian Audit and Accounts Department has further been improved. The scale will now begin at Rs. 7,500-250-12,000.

This has been done by improving upon the rate of increment in all the 5 lowest scales of pay. Rate of increment is not only better than the existing rate of increment but also better than the rates suggested by the Fifth Pay Commission.

In scales 1 and 2, the minimum starting pay has been raised to Rs. 2,550 and Rs. 2,610 respectively. This would mean that *an additional benefit* of Rs. 110 per month in respect of scale 1 and Rs. 60 per month in respect of scale 2 will be available to the employees in these scales of pay.

(2) The recommendation of the Commission for revised pay scale S-14 shall not be operative for the Central Secretariate Services and also for other Services where the Cadre Controlling Authority does not deem it necessary.

(3) The Revised scales of pay and Dearness Allowance shall be effective from 1.1.1996.

(4) The revised allowances other than D.A. will be effective from 1st day of August, 1997.

[*G.I. M.F. (Deptt. of Expr.) Resolution No. 50(1)/IC/97 dated 30th September, 1997*].

7

RATES OF D.A. AND INTERIM RELIEF AS ON 1st JANUARY, 1996

(For the purpose of fixation of pay in the Revised Scales)

(a) Rates of DA :

Pay Range	*DA*
Basic pay *plus* S.I. *plus* N.P.A. upto Rs. 3,500	148%
Basic Pay *plus* S.I. *plus* N.P.A. above Rs. 3,500 and upto Rs. 6,000	111% subject to a minimum of Rs. 5,180.
Basic pay *plus* S.I. *plus* N.P.A above Rs. 6,000	96% subject to a minimum of Rs. 6,660

Note : Fractions of 50 paise and above may be rounded off to the next highe rupee and fractions of less than 50 paise may be ignored.

(b) Rates of Interim Relief :

Rs. 100 p.m. *plus* 10% of the basic pay including S.I. and N.P.A. subjec to a minimum of Rs. 100 p.m.

Pay Commission's Recommendation on Dearness Allowance—

(i) As far as allowances are concerned, the Commission has noted that th existing formula of differential rates of neutralisation of cost of living throug the dearness allowance has operated unjustly against the middle and senic management in Government. While the peon's real wages increased by 53 between 1949 and 1996, the Secretary's real income was eroded to the extent c 72% during the same period. The Commission has, therefore, recommended th inflation neutralisation be made uniform @ 100% at all levels.

(ii) While the AICPI (IW) may continue to be used for calculating Dearnes Allowance, the series using 1982 as the base should now be used.

[*Para 105.8, 105.9 & 105.11/Chapter 105 of Commission's Repor*

(iii) It has been further suggested that every time the CPI increases by 50 over the base index used by the last Pay Commission, the DA should be converte into Dearness Pay and be counted as Pay for all purposes, including retiremer benefits.

[*Para 105.8, 105.9 & 105.11/Chapter 105 of Commission's Repor*

Government's Decision : (i) & (ii) Accepted — Please refer G.I. Orders date 3.10.97 in Pt. II of this Compilation.

(iii) — Government have yet to take a decision, in the matter.

8

RATES OF H.R.A., C.C.A ETC. AS ON 1ST JANUARY, 1996

(i) Rates of House Rent Allowance

Pay Range	*Amount of H.R.A. payable in*			*Type of accommodation to which entitled*
	A, B-1, B-2 Class cities	*'C' Class cities*	*Unclassified places*	
Rs.	*Rs.*	*Rs.*	*Rs.*	
750-949	150	70	30	I
950-1,499	250	120	50	II
1,500-2,799	450	220	100	III
2,800-3,599	600	300	150	IV
3,600-4,499	800	400	200	V-A
4,500-5,899	1,000	500	300	V-B
5,900-6,699				VI-A
6,700-7,299				VI-B
7,300-7,999				VII
8,000 and above				VIII

(ii) Rates of City Compensatory Allowance, Hill Compensatory Allowance, Winter Allowance and Bad Climate Allowance

Pay Range	*Amount of C.C.A.*			*H.C.A. & W.A. (composite)*	*Bad Climate Allowance*
Rs.	*'A'* *Rs.*	*'B-1'* *Rs.*	*'B-2'* *Rs.*	*Rs.*	*Rs.*
Below 950	30	25	20	50	20
950-1,499	45	35	20	70	40
1,500-1,999	75	50	20	120	60
2,000-2,999	100	75	20	150	80
3,000 and above	100	75	20	150	100

Note : All allowances to be drawn are based on Basic Pay *plus* N.P.A. *plus* Stagnation increment, if any.

Pay Commission's Recommendations :

(i) **H.R.A. :** House Rent Allowance has been recommended at 30% of the *maximum of the pay scale* in A-1 cities and from 5% to 15% of the maximum in other cities.

[*Para 112.48 of Chapter 112 of the Report*]

Government Decision :

Commission's Recommendation has been accepted subject to the quantum of allowance being linked to the actual pay instead of the maximum of the scale.

(ii) **CCA :** With regard to City Compensatory Allowance, the Commission has added one category of cities (called A-1 cities). The proposed rates of CCA are as under :—

Pay Range (unrevised) (Basic Pay in Rs.)	*Proposed rates of CCA* Class of City A-1	A	B-1	B-2
750-1,000	90	65	45	25
1,001-1,500	125	95	65	35
1,501-2,000	200	150	100	65
2,001 & above	300	240	180	120

[*Para 106.10 of the Report*]

(iii) **Special Compensatory Allowance :** Special Compensatory Allowance is granted to employees for exceptionally difficult local conditions in different places. The Commission has suggested that the Government should appoint a committee to prepare a detailed scheme for the evolution of a Composite Index of Difficulty/Hardness of an area. Meanwhile, the Composite Hill Compensatory Allowance, Bad Climate Allowance and Tribal Area Allowance should be subsumed under the head of Special Compensatory Allowance.

[*Para 106.15/Chapter 106 of the Report*]

Government's Decision : (i) & (ii) — Orders dated 30.9.1997 since issued.

Please refer Pt. II of this Compilation.

(iii) — Orders awaited.

9

READY RECKONER FOR TOTAL EMOLUMENTS AS ON 1.1.1996 FOR FIXATION OF PAY FOR ALL STANDARD PAY STAGES OF THE EXISTING SCALES OF PAY

**Basic pay* Rs.	*D.A. as on 1.1.96* Rs.	*IR I & II* Rs.	*40% of Col. 1* Rs.	*Total (Col. 1 to 4)* Rs.
(1)	*(2)*	*(3)*	*(4)*	*(5)*
750	1,110	200	300	2,360
762	1,128	200	305	2,395
774	1,146	200	310	2,430
775	1,147	200	310	2,432
786	1,163	200	314	2,463
787	1,165	200	315	2,467
798	1,181	200	319	2,498
799	1,183	200	320	2,502
800	1,184	200	320	2,504
810	1,199	200	324	2,533
811	1,200	200	324	2,535
815	1,206	200	326	2,547
822	1,217	200	329	2,568
823	1,218	200	329	2,570
825	1,221	200	330	2,576
830	1,228	200	332	2,590
834	1,234	200	334	2,602
835	1,236	200	334	2,605
840	1,243	200	336	2,619
845	1,251	200	338	2,634
846	1,252	200	338	2,636
847	1,254	200	339	2,640

*Includes stagnation increment *plus* N.P.A. but does *not* include any other type of pay like special pay, personal pay etc.

Notes : 1. This table is to be used in cases where —

(a) One is not in receipt of any special pay; or

(b) Where special pay and DA/IR thereon is not to be taken into account

2. The pay in the new scale will be fixed at the stage next above the total in the last column. If the minimum of the proposed scale is more than the amount so arrived at, the pay may be fixed at the minimum of the revised scale.

3. One additional increment in the revised scale of pay is to be ensured for every three increments drawn in the pre-revised scale of pay.

*Basic pay Rs.	D.A. as on 1.1.96 Rs.	IR I & II Rs.	40% of Col. 1 Rs.	Total (Col. 1 to 4) Rs.
(1)	(2)	(3)	(4)	(5)
855	1,265	200	342	2,662
858	1,270	200	343	2,671
859	1,271	200	344	2,674
860	1,273	200	344	2,677
870	1,288	200	348	2,706
871	1,289	200	348	2,708
875	1,295	200	350	2,720
883	1,307	200	353	2,743
884	1,308	200	354	2,746
885	1,310	200	354	2,749
890	1,317	200	356	2,763
895	1,325	200	358	2,778
898	1,329	200	359	2,786
899	1,331	200	360	2,790
900	1,332	200	360	2,792
905	1,339	200	362	2,806
907	1,342	200	363	2,812
912	1,350	200	365	2,827
913	1,351	200	365	2,829
919	1,360	200	368	2,847
920	1,362	200	368	2,850
926	1,370	200	370	2,866
927	1,372	200	371	2,870
931	1,378	200	372	2,881
935	1,384	200	374	2,893
940	1,391	200	376	2,907
941	1,393	200	376	2,910
943	1,396	200	377	2,916
950	1,406	200	380	2,936
955	1,413	200	382	2,950
960	1,421	200	384	2,965
965	1,428	200	386	2,979
969	1,434	200	388	2,991
970	1,436	200	388	2,994
975	1,443	200	390	3,008
980	1,450	200	392	3,022
983	1,455	200	393	3,031
985	1,458	200	394	3,037
990	1,465	200	396	3,051
992	1,468	200	397	3,057

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*Includes S.I. and N.P.A.

*Basic pay Rs.	D.A. as on 1.1.96 Rs.	IR I & II Rs.	40% of Col. 1 Rs.	Total (Col. 1 to 4) Rs.
(1)	(2)	(3)	(4)	(5)
995	1,473	200	398	3,066
997	1,476	200	399	3,072
1,000	1,480	200	400	3,080
1,010	1,495	201	404	3,110
1,011	1,496	201	404	3,112
1,015	1,502	202	406	3,125
1,020	1,510	202	408	3,140
1,025	1,517	203	410	3,155
1,030	1,524	203	412	3,169
1,040	1,539	204	416	3,199
1,050	1,554	205	420	3,229
1,060	1,569	206	424	3,259
1,070	1,584	207	428	3,289
1,075	1,591	208	430	3,304
1,080	1,598	208	432	3,318
1,090	1,613	209	436	3,348
1,100	1,628	210	440	3,378
1,110	1,643	211	444	3,408
1,120	1,658	212	448	3,438
1,125	1,665	213	450	3,453
1,130	1,672	213	452	3,467
1,140	1,687	214	456	3,497
1,150	1,702	215	460	3,527
1,160	1,717	216	464	3,557
1,175	1,739	218	470	3,602
1,180	1,746	218	472	3,616
1,200	1,776	220	480	3,676
1,210	1,791	221	484	3,706
1,225	1,813	223	490	3,751
1,230	1,820	223	492	3,765
1,240	1,835	224	496	3,795
1,250	1,850	225	500	3,825
1,260	1,865	226	504	3,855
1,270	1,880	227	508	3,885
1,275	1,887	228	510	3,900
1,290	1,909	229	516	3,944
1,300	1,924	230	520	3,974
1,320	1,954	232	528	4,034
1,325	1,961	233	530	4,049
1,330	1,968	233	532	4,063

*Includes S.I. and N.P.A.

*Basic pay Rs.	D.A. as on 1.1.96 Rs.	IR I & II Rs.	40% of Col. 1 Rs.	Total (Col. 1 to 4) Rs.
(1)	(2)	(3)	(4)	(5)
1,350	1,998	235	540	4,123
1,360	2,013	236	544	4,153
1,375	2,035	238	550	4,198
1,380	2,042	238	552	4,212
1,390	2,057	239	556	4,242
1,400	2,072	240	560	4,272
1,410	2,087	241	564	4,302
1,420	2,102	242	568	4,332
1,425	2,109	243	570	4,347
1,440	2,131	244	576	4,391
1,450	2,146	245	580	4,421
1,470	2,176	247	588	4,481
1,475	2,183	248	590	4,496
1,480	2,190	248	592	4,510
1,500	2,220	250	600	4,570
1,510	2,235	251	604	4,600
1,520	2,250	252	608	4,630
1,530	2,264	253	612	4,659
1,540	2,279	254	616	4,689
1,560	2,309	256	624	4,749
1,570	2,324	257	628	4,779
1,590	2,353	259	636	4,838
1,600	2,368	260	640	4,868
1,620	2,398	262	648	4,928
1,630	2,412	263	652	4,957
1,640	2,427	264	656	4,987
1,650	2,442	265	660	5,017
1,660	2,457	266	664	5,047
1,680	2,486	268	672	5,106
1,700	2,516	270	680	5,166
1,710	2,531	271	684	5,196
1,720	2,546	272	688	5,226
1,740	2,575	274	696	5,285
1,750	2,590	275	700	5,315
1,760	2,605	276	704	5,345
1,770	2,620	277	708	5,375
1,800	2,664	280	720	5,464
1,820	2,694	282	728	5,524
1,840	2,723	284	736	5,583

*Includes S.I. and N.P.A.

*Basic pay Rs.	D.A. as on 1.1.96 Rs.	IR I & II Rs.	40% of Col. 1 Rs.	Total (Col. 1 to 4) Rs.
(1)	(2)	(3)	(4)	(5)
1,850	2,738	285	740	5,613
1,880	2,782	288	752	5,702
1,900	2,812	290	760	5,762
1,920	2,842	292	768	5,822
1,940	2,871	294	776	5,881
1,950	2,886	295	780	5,911
1,960	2,901	296	784	5,941
2,000	2,960	300	800	6,060
2,040	3,019	304	816	6,179
2,050	3,034	305	820	6,209
2,060	3,049	306	824	6,239
2,100	3,108	310	840	6.358
2,120	3,138	312	848	6,418
2,150	3,182	315	860	6,507
2,180	3,226	318	872	6,596
2,200	3,256	320	880	6,656
2,240	3,315	324	896	6,775
2,250	3,330	325	900	6,805
2,275	3,367	328	910	6,880
2,300	3,404	330	920	6,954
2,350	3,478	335	940	7,103
2,360	3,493	336	944	7,133
2,375	3,515	338	950	7,178
2,400	3,552	340	960	7,252
2,420	3,582	342	968	7,312
2,425	3,589	343	970	7,327
2,450	3,626	345	980	7,401
2,480	3,670	348	992	7,490
2,500	3,700	350	1,000	7,550
2,510	3,715	351	1,004	7,580
2,525	3,737	353	1,010	7,624
2,540	3,759	354	1,016	7,669
2,570	3,804	357	1,028	7,759
2,575	3,811	358	1,030	7,774
2,600	3,848	360	1,040	7,848
2,630	3,892	363	1,052	7,937
2,650	3,922	365	1,060	7,997
2,660	3,937	366	1,064	8,027
2,675	3,959	368	1,070	8,072
2,690	3,981	369	1,076	8,116
2,700	3,996	370	1,080	8,146

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*Includes S.I. and N.P.A.

*Basic pay Rs.	D.A. as on 1.1.96 Rs.	IR I & II Rs.	40% of Col. 1 Rs.	Total (Col. 1 to 4) Rs.
(1)	(2)	(3)	(4)	(5)
2,705	4,003	371	1,082	8,161
2,725	4,033	373	1,090	8,221
2,750	4,070	375	1,100	8,295
2,780	4,114	378	1,112	8,384
2,800	4,144	380	1,120	8,444
2,825	4,181	383	1,130	8,519
2,875	4,255	388	1,150	8,668
2,900	4,292	390	1,160	8,742
2,950	4,366	395	1,180	8,891
2,975	4,403	398	1,190	8,966
3,000	4,440	400	1,200	9,040
3,025	4,477	403	1,210	9,115
3,050	4,514	405	1,220	9,189
3,100	4,588	410	1,240	9,338
3,125	4,625	413	1,250	9,413
3,150	4,662	415	1,260	9,487
3,175	4,699	418	1,270	9,562
3,200	4,736	420	1,280	9,636
3,250	4,810	425	1,300	9,785
3,275	4,847	428	1,310	9,860
3,300	4,884	430	1,320	9,934
3,325	4,921	433	1,330	10,009
3,350	4,958	435	1,340	10,083
3,375	4,995	438	1,350	10,158
3,400	5,032	440	1,360	10,232
3,425	5,069	443	1,370	10,307
3,500	5,180	450	1,400	10,530
3,600	5,180	460	1,440	10,680
3,625	5,180	463	1,450	10,718
3,700	5,180	470	1,480	10,830
3,750	5,180	475	1,500	10,905
3,800	5,180	480	1,520	10,980
3,825	5,180	483	1,530	11,018
3,850	5,180	485	1,540	11,055
3,875	5,180	488	1,550	11,093
3,900	5,180	490	1,560	11,130
3,950	5,180	495	1,580	11,205
4,000	5,180	500	1,600	11,280
4,075	5,180	508	1,630	11,393
4,100	5,180	510	1,640	11,430
4,125	5,180	513	1,650	11,468
4,150	5,180	515	1,660	11,505

*Includes S.I. and N.P.A.

*Basic pay Rs.	D.A. as on 1.1.96 Rs.	IR I & II Rs.	40% of Col. 1 Rs.	Total (Col. 1 to 4) Rs.
(1)	(2)	(3)	(4)	(5)
4,200	5,180	520	1,680	11,580
4,225	5,180	523	1,690	11,618
4,250	5,180	525	1,700	11,655
4,300	5,180	530	1,720	11,730
4,325	5,180	533	1,730	11,768
4,350	5,180	535	1,740	11,805
4,375	5,180	538	1,750	11,843
4,400	5,180	540	1,760	11,880
4,450	5,180	545	1,780	11,955
4,475	5,180	548	1,790	11,993
4,500	5,180	550	1,800	12,030
4,575	5,180	558	1,830	12,143
4,600	5,180	560	1,840	12,180
4,625	5,180	563	1,850	12,218
4,650	5,180	565	1,860	12,255
4,665	5,180	567	1866	12,278
4,675	5,189	568	1,870	12,302
4,700	5,217	570	1,880	12,367
4,725	5,245	573	1,890	12,433
4,750	5,273	575	1,900	12,498
4,775	5,300	578	1,910	12,563
4,800	5,328	580	1,920	12,628
4,825	5,356	583	1,930	12,694
4,850	5,384	585	1,940	12,759
4,875	5,411	588	1,950	12,824
4,900	5,439	590	1,960	12,889
4,950	5,495	595	1,980	13,020
4,975	5,522	598	1,990	13,085
5,000	5,550	600	2,000	13,150
5,025	5,578	603	2,010	13,216
5,075	5,633	608	2,030	13,346
5,100	5,661	610	2,040	13,411
5,150	5,717	615	2,060	13,542
5,200	5,772	620	2,080	13,672
5,225	5,800	623	2,090	13,738
5,250	5,828	625	2,100	13,803
5,275	5,855	628	2,110	13,868
5,300	5,883	630	2,120	13,933
5,325	5,911	633	2,130	13,999

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*Includes S.P. and N.P.A.

*Basic pay Rs.	D.A. as on 1.1.96 Rs.	IR I & II Rs.	40% of Col. 1 Rs.	Total (Col. 1 to 4) Rs.
(1)	(2)	(3)	(4)	(5)
5,350	5,939	635	2,140	14,064
5,400	5,994	640	2,160	14,194
5,450	6,050	645	2,180	14,325
5,475	6,077	648	2,190	14,390
5,525	6,133	653	2,210	14,521
5,550	6,161	655	2,220	14,586
5,600	6,216	660	2,240	14,716
5,650	6,272	665	2,260	14,847
5,700	6,327	670	2,280	14,977
5,750	6,383	675	2,300	15,108
5,800	6,438	680	2,320	15,238
5,850	6,494	685	2,340	15,369
5,900	6,549	690	2,360	15,499
5,950	6,605	695	2,380	15,630
6,000	6,660	700	2,400	15,760
6,100	6,660	710	2,440	15,910
6,150	6,660	715	2,460	15,985
6,200	6,660	720	2,480	16,060
6,300	6,660	730	2,520	16,210
6,400	6,660	740	2,560	16,360
6,500	6,660	750	2,600	16,510
6,600	6,660	760	2,640	16,660
6,700	6,660	770	2,680	16,810
6,800	6,660	780	2,720	16,960
6,900	6,660	790	2,760	17,110
6,930	6,660	793	2,772	17,155
6,940	6,662	794	2,776	17,172
6,950	6,672	795	2,780	17,197
7,000	6,720	800	2,800	17,320
7,100	6,816	810	2,840	17,566
7,200	6,912	820	2,880	17,812
7,300	7,008	830	2,920	18,058
7,400	7,104	840	2,960	18,304
7,500	7,200	850	3,000	18,550
7,600	7,296	860	3,040	18,796
7,700	7,392	870	3,080	19,042
7,750	7,440	875	3,100	19,165
7,800	7,488	880	3,120	19,288
7,900	7,584	890	3,160	19,534
8,000	7,680	900	3,200	19,780
9,000	8,640	1,000	3,600	22,240

* Includes S.I. and P.N. Pay

10

MODEL TABLES FOR FIXATION OF PAY IN THE REVISED PAY SCALES

Model Table 1

Existing Scale : Rs. 750-12-870-14-940.

Revised Scale : Rs. 2,550-55-2,660-60-3,200. (S-1) (Modified)

Basic Pay + S.I. *Rs.*	*D.A. as on 1.1.96 (148% of pay)* *Rs.*	*I.R. I & II* *Rs.*	*40% of Col. 1* *Rs.*	*Total (Col. 1-4)* *Rs.*	*Pay in the new scale* *Rs.*	
(1)	*(2)*	*(3)*	*(4)*	*(5)*	*(6)*	
750	1,110	200	300	2,360	2,550	(Min.)
762	1,128	200	305	2,395	2,550	"
774	1,146	200	310	2,430	2,550	"
786	1,163	200	314	2,463	2,605[1]	
798	1,181	200	319	2,498	2,605[1]	
810	1,199	200	324	2,533	2,605[1]	
822	1,217	200	329	2,568	2,660[2]	
834	1,234	200	334	2,602	2,660[2]	
846	1,252	200	338	2,636	2,660[3]	
858	1,270	200	343	2,671	2,720[3]	
870	1,288	200	348	2,706	2,720[3]	
884	1,308	200	354	2,746	2,780[3]	
898	1,329	200	359	2,786	2,840[3]	
912	1,350	200	365	2,827	2,840[3]	
926	1,370	200	370	2,866	2,900[3]	
940	1,391	200	376	2,907	2,960[3]	

[1] One increment shall be added in the starting pay of Rs. 2,550 as he has drawn 3 or more increments in the pre-revised scale of pay.

[2] By raising the total emoluments in col. 5 to the next stage, pay in the revised scale works out to Rs. 2,605. But as he has drawn six or more increments in pre-revised scale of pay by adding two increment in the minimum of the revised scale of pay, the pay works out to Rs. 2,660 which is more beneficial, hence admissible

[3] Pay shall be fixed by raising the total emoluments in Col. 5 to the next stage in the revised scale of pay.

Model Table 2

Existing Scale : Rs. 750-12-870-14-940.
Revised Scale : Rs. 2,610-60-3,150-65-3,540.

Canteen Staff—Bearer,
Tea/Coffee Maker
(Para 55.22 of the Repor

Basic Pay + S.I. Rs.	*D.A. as on 1.1.96 (148% of pay)* Rs.	*I.R. I & II* Rs.	*40% of Col. 1* Rs.	*Total (Col. 1-4)* Rs.	*Pay in the new scale* Rs.
(1)	*(2)*	*(3)*	*(4)*	*(5)*	*(6)*
750	1,110	200	300	2,360	2,610 (Mi
762	1,128	200	305	2,395	2,610 "
774	1,146	200	310	2,430	2,610 "
786	1,163	200	314	2,463	2,670[1]
798	1,181	200	319	2,498	2,670[1]
810	1,199	200	324	2,533	2,670[1]
822	1,217	200	329	2,568	2,730[2]
834	1,234	200	334	2,602	2,730[2]
846	1,252	200	338	2,636	2,730[2]
858	1,270	200	343	2,671	2,790[3]
870	1,288	200	348	2,706	2,790[3]
884	1,308	200	354	2,746	2,790[3]
898	1,329	200	359	2,786	2,850[4]
912	1,350	200	365	2,827	2,850[5]
926	1,370	200	370	2,866	2,910[5]
940	1,391	200	376	2,907	2,910[5]

1. One increment shall be added in the minimum of the Revised Scale of pay as he has dra three or more increments in the pre-revised scale of pay.
2. Two increments shall be added in the minimum of the revised scale of pay as he has dra *six* or more increments in the pre-revised scale of pay.
3. Three increments shall be added in the minimum of the Revised scale of pay as he has dra *nine* or more increment in the pre-revised scale of pay.
4. By raising the total emoluments in Col. 5 to the next stage, pay in the revised scale of pay wor out to Rs. 2,790. But as he has drawn *twelve* increments in the pre-revised scale of pay, adding four increments in the minimum of the revised scale of pay, the pay works out Rs. 2,850 which is more beneficial hence admissible.
5. Pay shall be fixed by raising the total emoluments in Col. 5 to the next stage in the Revis scale of pay.

Model Table 3

Existing Scale : Rs. 775-12-871-14-1,025

Revised Scale : Rs. 2,610-60-3,150-65-3,540 (S-2) (Modified)

Basic Pay + S.I. Rs.	*D.A. as on 1.1.96 (148% of pay)* Rs.	*I.R. I & II* Rs.	*40% of Col. 1* Rs.	*Total (Col. 1-4)* Rs.	*Pay in New scale* Rs.
(1)	*(2)*	*(3)*	*(4)*	*(5)*	*(6)*
775	1,147	200	310	2,432	2,610 (Min)
787	1,165	200	315	2,467	2,610 "
799	1,183	200	320	2,502	2,610 "
811	1,200	200	324	2,535	2,670[1]
823	1,218	200	329	2,570	2,670[1]
835	1,236	200	334	2,605	2,670[1]
847	1,254	200	339	2,640	2,730[2]
859	1,271	200	344	2,674	2,730[3]
871	1,289	200	348	2,708	2,730[3]
885	1,310	200	354	2,749	2,790[3]
899	1,331	200	360	2,790	2,850[3]
913	1,351	200	365	2,829	2,850[3]
927	1,372	200	371	2,870	2,910[3]
941	1,393	200	376	2,910	2,970[3]
955	1,413	200	382	2,950	2,970[3]
969	1,434	200	388	2,991	3,030[3]
983	1,455	200	393	3,031	3,090[3]
997	1,476	200	399	3,072	3,090[3]
1,011	1,496	201	404	3,112	3,150[3]
1,025	1,517	203	410	3,155	3,215[3]

One increment shall be added in the starting pay of Rs. 2,610 as he has drawn *three* or more increments in the pre-revised scale of pay.

By raising the total emoluments in col. 5 to the next stage, pay in the revised scale works out to Rs. 2,670. But as he has drawn six increments in the pre-revised scale of pay, by adding two increments in the minimum of the Revised scale of pay, the pay works out to Rs. 2,730, which is more beneficial and hence admissible.

Pay shall be fixed by raising the total emoluments in col. 5 to the *next* stage in the new scale of pay.

Model Table 4

Existing Scale : Rs. 800-15-1,010-20-1,150

Revised Scale : Rs. 2,650-65-3,300-70-4,000 (S-3) (Modified)

Basic Pay + S.I. *Rs.* (1)	*D.A. as on 1.1.96 (148% of pay)* *Rs.* (2)	*I.R. I & II* *Rs.* (3)	*40% of Col. 1* *Rs.* (4)	*Total (Col. 1-4)* *Rs.* (5)	*Pay in the new scale* *Rs.* (6)
800	1,184	200	320	2,504	2,650 (M
815	1,206	200	326	2,547	2,650
830	1,228	200	332	2,590	2,650
845	1,251	200	338	2,634	2,715[1]
860	1,273	200	344	2,677	2,715[2]
875	1,295	200	350	2,720	2,780[2]
890	1,317	200	356	2,763	2,780[2]
905	1,339	200	362	2,806	2,845[2]
920	1,362	200	368	2,850	2,910[2]
935	1,384	200	374	2,893	2,910[2]
950	1,406	200	380	2,936	2,975[2]
965	1,428	200	386	2,979	3,040[2]
980	1,450	200	392	3,022	3,040[2]
995	1,473	200	398	3,066	3,105[2]
1,010	1,495	201	404	3,110	3,170[2]
1,030	1,524	203	412	3,169	3,170[2]
1,050	1,554	205	420	3,229	3,235[2]
1,070	1,584	207	428	3,289	3,300[2]
1,090	1,613	209	436	3,348	3,370[2]
1,110	1,643	211	444	3,408	3,440[2]
1,130	1,672	213	452	3,467	3,510[2]
1,150	1,702	215	460	3,527	3,580[2]

1. After fixing pay at the minimum of the revised scale of pay, *one* increment shall be as he has drawn *three* increments in the pre-revised scale of pay.
2. Pay shall be fixed by raising the total emoluments in Col. 5 to the next stage in the re scale of pay.

Model Table 5

Existing Scale : Rs. 775-12-871-14-955-15-1030-20-1150*

Revised Scale : (i) Rs. 2,610-60-3,150-65-3,540 (modified) (S-2) *

(ii) Rs. 2,650-65-3,300-70-4,000 (modified) (S-3) *

Basic Pay plus S.I. *Rs.*	*D.A. as on 1.1.96 (148%)* *Rs.*	*I.R. - I & II* *Rs.*	*40% of Col. 1* *Rs.*	*Total (Col. 1-4)* *Rs.*	*Pay in the new scale* *Rs.*	
(1)	*(2)*	*(3)*	*(4)*	*(5)*	*(6)*	
775	1,147	200	310	2,432	2,610 (Min)	[Note 1 below Rule 7 of the C.C.S. (RP) Rules, 1997.]
787	1,165	200	315	2,467	2,610 "	
799	1,183	200	320	2,502	2,610 "	
811	1,200	200	324	2,535	2,670[1]	
823	1,218	200	329	2,570	2,670[1]	
835	1,236	200	334	2,605	2,670[1]	
847	1,254	200	339	2,640	2,730[2]	
859	1,271	200	344	2,674	2,730[3]	
871	1,289	200	348	2,708	2,730[3]	
885	1,310	200	354	2,749	2,790[3]	
899	1,331	200	360	2,790	2,850[3]	
913	1,351	200	365	2,829	2,850[3]	
927	1,372	200	371	2,870	2,910[3]	
941	1,393	200	376	2,910	2,970[3]	
955	1,413	200	382	2,950	2,970[3]	
970	1,436	200	388	2,994	3,030[3]	
985	1,458	200	394	3,037	3,090[3]	
1,000	1,480	200	400	3,080	3,090[3]	
1,015	1,502	202	406	3,125	3,150[3]	
1,030	1,524	203	412	3,169	3,215[3]	
1,050	1,554	205	420	3,229	3,235[3]	
1,070	1,584	207	428	3,289	3,300[3]	
1,090	1,613	209	436	3,348	3,370[3]	
1,110	1,643	211	444	3,408	3,440[3]	
1,130	1,672	213	452	3,467	3,510[3]	
1,150	1,702	215	460	3,527	3,580[3]	

* This is the scale which do not find place in the list of scales for which corresponding scale has not been framed by the Fifth Pay Commission. Govt. have now decided that upto the stage of Rs. 1,030 in the existing scale, pay shall be fixed in S-2 scale of pay and those drawing pay beyond the stage of Rs 1,030 shall be fixed in S-3 scale of pay. [Note 1 below Rule 7 of C.C.S. (RP) Rules, 1997.]

1. One increment shall be added in the starting pay of Rs. 2,610 as he has drawn *three* or more increments in the pre-revised scale of pay.
2. By raising the total emolument in col. 5 to the next stage, pay in the revised scale works out to Rs. 2,670. But as he has drawn *six* increments in the pre-revised scale of pay, by adding two increments in the minimum of the revised scale of pay, the pay works out to Rs. 2,730 which is more beneficial and hence admissible.
3. Pay shall be fixed by raising the total emoluments in col. 5 to the next stage in the scale of pay.

Model Table 6

Existing Scale : Rs. 800-15-1,010-20-1,150
Revised Scale : Rs. 2,750-70-3,800-75-4,400

Senior Library Attendant working in organisations outside the Secretariat (*Para 55.170 of the Report*)

Basic Pay + S.I. *Rs.* *(1)*	*D.A. as on 1.1.96 (148% of pay)* *Rs.* *(2)*	*I.R. I & II* *Rs.* *(3)*	*40% of Col. 1* *Rs.* *(4)*	*Total (Col. 1-4)* *Rs.* *(5)*	*Pay in the new scale* *Rs.* *(6)*
800	1,184	200	320	2,504	2,750 (Min.)
815	1,206	200	326	2,547	2,750 "
830	1,228	200	332	2,590	2,750 "
845	1,251	200	338	2,634	2,820[1]
860	1,273	200	344	2,677	2,820[1]
875	1,295	200	350	2,720	2,820[1]
890	1,317	200	356	2,763	2,820[2]
905	1,339	200	362	2,806	2,820[2]
920	1,362	200	368	2,850	2,890[2]
935	1,384	200	374	2,893	2,960[2]
950	1,406	200	380	2,936	2,960[2]
965	1,428	200	386	2,979	3,030[2]
980	1,450	200	392	3,022	3,030[2]
995	1,473	200	398	3,066	3,100[2]
1,010	1,495	201	404	3,110	3,170[2]
1,030	1,524	203	412	3,169	3,170[2]
1,050	1,554	205	420	3,229	3,240[2]
1,070	1,584	207	428	3,289	3,310[2]
1,090	1,613	209	436	3,348	3,380[2]
1,110	1,643	211	444	3,408	3,450[2]
1,130	1,672	213	452	3,467	3,520[2]
1,150	1,702	215	460	3,527	3,590[2]

1. As he has drawn *three* or more increments in the pre-revised scale of pay, *one* increment shall be added in the minimum of the Revised scale of pay.
2. Pay shall be fixed by raising the total emoluments in Col. 5 to the next stage in the revised scale of pay.

Model Table 7

Existing Scale : Rs. 825-15-900-20-1,200

Revised Scale : Rs. 2,750-70-3,800-75-4,400 (S-4) (Modified)

Basic Pay + S.I. Rs.	*D.A. as on 1.1.96 (148% of pay)* Rs.	*I.R. I & II* Rs.	*40% of Col. 1* Rs.	*Total (Col. 1-4)* Rs.	*Pay in the new scale* Rs.
(1)	*(2)*	*(3)*	*(4)*	*(5)*	*(6)*
825	1,221	200	330	2,576	2,750 (Min.)
840	1,243	200	336	2,619	2,750 "
855	1,265	200	342	2,662	2,750 "
870	1,288	200	348	2,706	2,820[1]
885	1,310	200	354	2,749	2,820[1]
900	1,332	200	360	2,792	2,820[2]
920	1,362	200	368	2,850	2,890[2]
940	1,391	200	376	2,907	2,960[2]
960	1,421	200	384	2,965	3,030[2]
980	1,450	200	392	3,022	3,030[2]
1,000	1,480	200	400	3,080	3,100[2]
1,020	1,510	202	408	3,140	3,170[2]
1,040	1,539	204	416	3,199	3,240[2]
1,060	1,569	206	424	3,259	3,310[2]
1,080	1,598	208	432	3,318	3,380[2]
1,100	1,628	210	440	3,378	3,380[2]
1,120	1,658	212	448	3,438	3,450[2]
1,140	1,687	214	456	3,497	3,520[2]
1,160	1,717	216	464	3,557	3,590[2]
1,180	1,746	218	472	3,616	3,660[2]
1,200	1,776	220	480	3,676	3,730[2]

1. *One* increment shall be added in the minimum of the new scale as he has drawn three or more increments in the pre-revised scale of pay.
2. Pay shall be fixed by raising the total emoluments in col. 5 to the *next* stage in the revised scale of pay.

Model Table 8

Existing Scale : Rs. 825-15-900-20-1,200
Revised Scale : Rs. 3,050-75-3,950-80-4,590

Canteen staff (i) Cook/ Asstt. Halwai (ii) Junior clerks (coupon, kitchen, sales office, Accounts etc.) [*Para 55.22 of the Report*]

Basic Pay + S.I. *Rs.*	*D.A. as on 1.1.96 (148% of pay)* *Rs.*	*I.R. I & II* *Rs.*	*40% of Col. 1* *Rs.*	*Total (Col. 1-4)* *Rs.*	*Pay in the new scale* *Rs.*
(1)	*(2)*	*(3)*	*(4)*	*(5)*	*(6)*
825	1,221	200	330	2,576	3,050 (Min.)
840	1,243	200	336	2,619	3,050 "
855	1,265	200	342	2,662	3,050 "
870	1,288	200	348	2,706	3,125[1]
885	1,310	200	354	2,749	3,125[1]
900	1,332	200	360	2,792	3,125[1]
920	1,362	200	368	2,850	3,200[2]
940	1,391	200	376	2,907	3,200[2]
960	1,421	200	384	2,965	3,200[2]
980	1,450	200	392	3,022	3,275[3]
1,000	1,480	200	400	3,080	3,275[3]
1,020	1,510	202	408	3,140	3,275[3]
1,040	1,539	204	416	3,199	3,350[4]
1,060	1,569	206	424	3,259	3,350[5]
1,080	1,598	208	432	3,318	3,350[6]
1,100	1,628	210	440	3,378	3,425[6]
1,120	1,658	212	448	3,438	3,500[6]
1,140	1,687	214	456	3,497	3,500[6]
1,160	1,717	216	464	3,557	3,575[6]
1,180	1,746	218	472	3,616	3,650
1,200	1,776	220	480	3,676	3,725

1. *One* increment shall be added in the minimum of revised pay scale as he has drawn *three* or more increments in the pre-revised scale of pay.
2. *Two* increments shall be added in the minimum of revised pay scale as he has drawn *six* or more increments in the pre-revised scale of pay.
3. *Three* increments shall be added in the minimum of the revised scale of pay as he has drawn *nine* or more increments in the pre-revised scale of pay.
4. *Four* increments shall be added in the minimum of the revised scale of pay as he has *twelve* increments in the pre-revised scale of pay.
5. By raising the total emoluments in Col. 5 to the next stage, pay in the revised scale of pay works out to Rs. 3,275. But as he has drawn *twelve* or more increments in the pre-revised scale of pay, by adding *four* increments in the minimum of the revised scale of pay, the pay works out to Rs. 3,350, which is more beneficial, hence admissible.
6. Pay shall be fixed by raising the total emoluments in Col. 5 to the *next* stage in the revised scale of pay.

Model Table 9

Existing Scales : Rs. 950-20-1,150-25-1,400
Rs. 950-20-1,150-25-1,500
Rs. 1,150-25-1,500

Revised Scale : Rs. 3,050-75-3,950-80-4,590 (S-5) (Modified)

Basic Pay + S.I.	*D.A. as on 1.1.96 (148% of pay)*	*I.R. I & II*	*40% of Col. 1*	*Total (Col. 1-4)*	*Pay in the new scale*
Rs.	*Rs.*	*Rs.*	*Rs.*	*Rs.*	*Rs.*
(1)	*(2)*	*(3)*	*(4)*	*(5)*	*(6)*
950	1,406	200	380	2,936	3,050 (Min.)
970	1,436	200	388	2,994	3,050 "
990	1,465	200	396	3,051	3,125[1]
1,010	1,495	201	404	3,110	3,125[1]
1,030	1,524	203	412	3,169	3,200[1]
1,050	1,554	205	420	3,229	3,275[1]
1,070	1,584	207	428	3,289	3,350[1]
1,090	1,613	209	436	3,348	3,350[1]
1,110	1,643	211	444	3,408	3,425[1]
1,130	1,672	213	452	3,467	3,500[1]
1,150	1,702	215	460	3,527	3,575[1]
1,175	1,739	218	470	3,602	3,650[1]
1,200	1,776	220	480	3,676	3,725[1]
1,225	1,813	223	490	3,751	3,800[1]
1,250	1,850	225	500	3,825	3,875[1]
1,275	1,887	228	510	3,900	3,950[1]
1,300	1,924	230	520	3,974	4,030[1]
1,325	1,961	233	530	4,049	4,110[1]
1,350	1,998	235	540	4,123	4,190[1]
1,375	2,035	238	550	4,198	4,270[1]
1,400	2,072	240	560	4,272	4,350[1]
1,425	2,109	243	570	4,347	4,350[1]
1,450	2,146	245	580	4,421	4,430[1]
1,475	2,183	248	590	4,496	4,510[1]
1,500	2,220	250	600	4,570	4,590[1]

1. Pay shall be fixed by raising the total emoluments (Col. 5) to the next stage in the revised scale of pay.

Model Table 10

Existing Scales : Rs. 975-25-1,150-30-1,540
Rs. 975-25-1,150-30-1,660

Revised Scale : Rs. 3,200-85-4,900 (S-6)

Basic Pay + S.I. *Rs.*	*D.A. as on 1.1.96 (148% of pay)* *Rs.*	*I.R. I & II* *Rs.*	*40% of Col. 1* *Rs.*	*Total (Col. 1-4)* *Rs.*	*Pay in the new scale* *Rs.*
(1)	*(2)*	*(3)*	*(4)*	*(5)*	*(6)*
975	1,443	200	390	3,008	3,200 (Min.)
1,000	1,480	200	400	3,080	3,200 "
1,025	1,517	203	410	3,155	3,200 "
1,050	1,554	205	420	3,229	3,285[1]
1,075	1,591	208	430	3,304	3,370[1]
1,100	1,628	210	440	3,378	3,455[1]
1,125	1,665	213	450	3,453	3,455[1]
1,150	1,702	215	460	3,527	3,540[1]
1,180	1,746	218	472	3,616	3,625[1]
1,210	1,791	221	484	3,706	3,710[1]
1,240	1,835	224	496	3,795	3,880[1]
1,270	1,880	227	508	3,885	3,965[1]
1,300	1,924	230	520	3,974	4,050[1]
1,330	1,968	233	532	4,063	4,135[1]
1,360	2,013	236	544	4,153	4,220[1]
1,390	2,057	239	556	4,242	4,305[1]
1,420	2,102	242	568	4,332	4,390[1]
1,450	2,146	245	580	4,421	4,475[1]
1,480	2,190	248	592	4,510	4,560[1]
1,510	2,235	251	604	4,600	4,645[1]
1,540	2,279	254	616	4,689	4,730[1]
1,570	2,324	257	628	4,779	4,815[1]
1,600	2,368	260	640	4,868	4,900[1]
1,630	2,412	263	652	4,957	4,900[2] (Max.)
1,660	2,457	266	664	5,047	4,900[2] "

1. Pay shall be fixed by raising the total emoluments in Col. 5 to the next stage in the revised scale of pay.
2. As per first proviso (b) to Rule 7 (1) of the C.C.S. (R.P.) Rules, 1997.

Model Table 11

Existing Scale : Rs. 1,200-30-1,440-30-1,800

Revised Scale : Rs. 4,000-100-6,000 (S-7)

Basic Pay + S.I. *Rs.*	*D.A. as on 1.1.96 (148% of pay)* *Rs.*	*I.R. I & II* *Rs.*	*40% of Col. 1* *Rs.*	*Total (Col. 1-4)* *Rs.*	*Pay in the new scale* *Rs.*
(1)	*(2)*	*(3)*	*(4)*	*(5)*	*(6)*
1,200	1,776	220	480	3,676	4,000 (Min.)
1,230	1,820	223	492	3,765	4,000 "
1,260	1,865	226	504	3,855	4,000 "
1,290	1,909	229	516	3,944	4,100[1]
1,320	1,954	232	528	4,034	4,100[2]
1,350	1,998	235	540	4,123	4,200[2]
1,380	2,042	238	552	4,212	4,300[2]
1,410	2,087	241	564	4,302	4,400[2]
1,440	2,131	244	576	4,391	4,400[2]
1,470	2,176	247	588	4,481	4,500[2]
1,500	2,220	250	600	4,570	4,600[2]
1,530	2,264	253	612	4,659	4,700[2]
1,560	2,309	256	624	4,749	4,800[2]
1,590	2,353	259	636	4,838	4,900[2]
1,620	2,398	262	648	4,928	5,000[2]
1,650	2,442	265	660	5,017	5,100[2]
1,680	2,486	268	672	5,106	5,200[2]
1,710	2,531	271	684	5,196	5,200[2]
1,740	2,575	274	696	5,285	5,300[2]
1,770	2,620	277	708	5,375	5,400[2]
1,800	2,664	280	720	5,464	5,500[2]

1. As he has drawn *three* increments in the pre-revised scale of pay, *one* additional increment shall be added in the minimum of the scale.
2. Pay shall be fixed by raising the total emoluments in Col. 5 to be next stage in the revised scale of pay.

Model Table 12

Existing Scale : Rs. 1,200-30-1,560-40-2,040

Revised Scale : Rs. 4,000-100-6,000 (S-7)

Basic Pay + S.I. *Rs.*	*D.A. as on 1.1.96 (148% of pay)* *Rs.*	*I.R. I & II* *Rs.*	*40% of Col. 1* *Rs.*	*Total (Col. 1-4)* *Rs.*	*Pay in the new scale* *Rs.*
(1)	*(2)*	*(3)*	*(4)*	*(5)*	*(6)*
1,200	1,776	220	480	3,676	4,000 (Min.)
1,230	1,820	223	492	3,765	4,000 "
1,260	1,865	226	504	3,855	4,000 "
1,290	1,909	229	516	3,944	4,100[1]
1,320	1,954	232	528	4,034	4,100[2]
1,350	1,998	235	540	4,123	4,200[2]
1,380	2,042	238	552	4,212	4,300[2]
1,410	2,087	241	564	4,302	4,400[2]
1,440	2,131	244	576	4,391	4,400[2]
1,470	2,176	247	588	4,481	4,500[2]
1,500	2,220	250	600	4,570	4,600[2]
1,530	2,264	253	612	4,659	4,700[2]
1,560	2,309	256	624	4,749	4,800[2]
1,600	2,368	260	640	4,868	4,900[2]
1,640	2,427	264	656	4,987	5,000[2]
1,680	2,486	268	672	5,106	5,200[2]
1,720	2,546	272	688	5,226	5,300[2]
1,760	2,605	276	704	5,345	5,400[2]
1,800	2,664	280	720	5,464	5,500[2]
1,840	2,723	284	736	5,583	5,600[2]
1,880	2,782	288	752	5,702	5,800[2]
1,920	2,842	292	768	5,822	5,900[2]
1,960	2,901	296	784	5,941	6,000[2]
2,000	2,960	300	800	6,060	6,000[3] (Max.)
2,040	3,019	304	816	6,179	6,000[3] "

1. After fixing pay at the minimum in the revised scale of pay, *one* increment shall be added as he has drawn *three* increments in the pre-revised scale of pay.
2. Pay shall be fixed by raising the total emoluments in Col. 5 to the next stage in the revised scale of pay.
3. As per first proviso (b) to Rule 7(1) of the C.C.S. (R.P.) Rules, 1997.

Model Table 13

Existing Scale : Rs. 1,320-30-1,560-40-2,040

Revised Scale : Rs. 4,000-100-6,000 (S-7)

Basic Pay + S.I Rs.	*D.A. as on 1.1.96 (148% of pay)* Rs.	*I.R. I & II* Rs.	*40% of Col. 1* Rs.	*Total (Col. 1-4)* Rs.	*Pay in the new scale* Rs.
(1)	*(2)*	*(3)*	*(4)*	*(5)*	*(6)*
1,320	1,954	232	528	4,034	4,100[1]
1,350	1,998	235	540	4,123	4,200[1]
1,380	2,042	238	552	4,212	4,300[1]
1,410	2,087	241	564	4,302	4,400[1]
1,440	2,131	244	576	4,391	4,400[1]
1,470	2,176	247	588	4,481	4,500[1]
1,500	2,220	250	600	4,570	4,600[1]
1,530	2,264	253	612	4,659	4,700[1]
1,560	2,309	256	624	4,749	4,800[1]
1,600	2,368	260	640	4,868	4,900[1]
1,640	2,427	264	656	4,987	5,000[1]
1,680	2,486	268	672	5,106	5,200[1]
1,720	2,546	272	688	5,226	5,300[1]
1,760	2,605	276	704	5,345	5,400[1]
1,800	2,664	280	720	5,464	5,500[1]
1,840	2,723	284	736	5,583	5,600[1]
1,880	2,782	288	752	5,702	5,800[1]
1,920	2,842	292	768	5,822	5,900[1]
1,960	2,901	296	784	5,941	6,000[1]
2,000	2,960	300	800	6,060	6,000[2] (Max.)
2,040	3,019	304	816	6,179	6,000[2] "

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[1] Pay shall be fixed by raising the total emoluments in Col. 5 to the next stage in the revised scale of pay.

[2] As per first proviso (b) to Rule 7(1) of the C.C.S. (R.P.) Rules, 1997.

Model Table 14

Existing Scale : Rs. 1,200-30-1,560-40-2,040
Revised Scale : Rs. 4,500-125-7,000

Teaching Staff—Primary School Teacher (Entry Scale)
[*Para 55.259 of the Report*]

Basic Pay + S.I. *Rs.* (1)	*D.A. as on 1.1.96 (148% of pay)* *Rs.* (2)	*I.R. I & II* *Rs.* (3)	*40% of Col. 1* *Rs.* (4)	*Total (Col. 1-4)* *Rs.* (5)	*Pay in the new scale* *Rs.* (6)
1,200	1,776	220	480	3,676	4,500 (Min.)
1,230	1,820	223	492	3,765	4,500 "
1,260	1,865	226	504	3,855	4,500 "
1,290	1,909	229	516	3,944	4,625[1]
1,320	1,954	232	528	4,034	4,625[1]
1,350	1,998	235	540	4,123	4,625[1]
1,380	2,042	238	552	4,212	4,750[2]
1,410	2,087	241	564	4,302	4,750[2]
1,440	2,131	244	576	4,391	4,750[2]
1,470	2,176	247	588	4,481	4,875[3]
1,500	2,220	250	600	4,570	4,875[3]
1,530	2,264	253	612	4,659	4,875[3]
1,560	2,309	256	624	4,749	5,000[4]
1,600	2,368	260	640	4,868	5,000[4]
1,640	2,427	264	656	4,987	5,000[5]
1,680	2,486	268	672	5,106	5,125[5]
1,720	2,546	272	688	5,226	5,250[5]
1,760	2,605	276	704	5,345	5,375[5]
1,800	2,664	280	720	5,464	5,500[5]
1,840	2,723	284	736	5,583	5,625[5]
1,880	2,782	288	752	5,702	5,750[5]
1,920	2,842	292	768	5,822	5,875[5]
1,960	2,901	296	784	5,941	6,000[5]
2,000	2,960	300	800	6,060	6,125[5]
2,040	3,019	304	816	6,179	6,250[5]

1. *One* increment shall be added in the minimum of the revised scale as he has drawn *three* or more increments in the pre-revised scale of pay.
2. *Two* increments shall be added in the minimum of the revised scale as he has drawn *six* or more increments in the pre-revised scale of pay.
3. *Three* increments shall be added in the minimum of the revised scale as he has drawn *nine* or more increments in the pre-revised scale of pay.
4. *Four* increments shall be added in the minimum of the revised scale of pay, as he has drawn *twelve* or more increments in the pre-revised scale of pay.
5. Pay shall be fixed by raising total emoluments in Col. 5 to the *next* stage in the revised scale of pay.

Model Table 15

Existing Scale : Rs. 1,320-30-1,560-EB-40-2,040
Revised Scale : Rs. 4,500-125-7,000

Laboratory staff—
Laboratory Technician
(*Para 55.149*)

Basic Pay + S.I. *Rs.*	*D.A. as on 1.1.96 (148% of pay)* *Rs.*	*I.R. I & II* *Rs.*	*40% of Col. 1* *Rs.*	*Total (Col. 1-4)* *Rs.*	*Pay in the new scale* *Rs.*
(1)	*(2)*	*(3)*	*(4)*	*(5)*	*(6)*
1,320	1,954	232	528	4,034	4,500 (Min.)
1,350	1,998	235	540	4,123	4,500 "
1,380	2,042	238	552	4,212	4,500 "
1,410	2,087	241	564	4,302	4,625[1]
1,440	2,131	244	576	4,391	4,625[1]
1,470	2,176	247	588	4,481	4,625[1]
1,500	2,220	250	600	4,570	4,750[2]
1,530	2,264	253	612	4,659	4,750[2]
1,560	2,309	256	624	4,749	4,750[3]
1,600	2,368	260	640	4,868	4,875[3]
1,640	2,427	264	656	4,987	5,000[3]
1,680	2,486	268	672	5,106	5,125[3]
1,720	2,546	272	688	5,226	5,250[3]
1,760	2,605	276	704	5,345	5,375[3]
1,800	2,664	280	720	5,464	5,500[3]
1,840	2,723	284	736	5,583	5,625[3]
1,880	2,782	288	752	5,702	5,750[3]
1,920	2,842	292	768	5,822	5,875[3]
1,960	2,901	296	784	5,941	6,000
2,000	2,960	300	800	6,060	6,125
2,040	3,019	304	816	6,179	6,250

1. *One* increment shall be added in the minimum of the Revised scale of pay as he has drawn *three* or more increments in the Pre-revised scale of pay.
2. *Two* increments shall be added in the minimum of the Revised scale of pay as he has drawn *six* or more increments in the pre-revised scale of pay.
3. Pay shall be fixed by raising the total emoluments in Col. 5 to the *next* stage in the Revised scale of pay.

Model Table 16

Existing Scale : Rs. 1,350-30-1,440-40-1,800-50-2,200

Revised Scale : Rs. 4,500-125-7,000 (S-8)

Basic Pay + S.I. Rs.	*D.A. as on 1.1.96 (148% of pay)* Rs.	*I.R. I & II* Rs.	*40% of Col. 1* Rs.	*Total (Col. 1-4)* Rs.	*Pay in the new scale* Rs.
(1)	*(2)*	*(3)*	*(4)*	*(5)*	*(6)*
1,350	1,998	235	540	4,123	4,500 (Min.)
1,380	2,042	238	552	4,212	4,500 "
1,410	2,087	241	564	4,302	4,500 "
1,440	2,131	244	576	4,391	4,625[1]
1,480	2,190	248	592	4,510	4,625[2]
1,520	2,250	252	608	4,630	4,750[2]
1,560	2,309	256	624	4,749	4,750[2]
1,600	2,368	260	640	4,868	4,875[2]
1,640	2,427	264	656	4,987	5,000[2]
1,680	2,486	268	672	5,106	5,125[2]
1,720	2,546	272	688	5,226	5,250[2]
1,760	2,605	276	704	5,345	5,375[2]
1,800	2,664	280	720	5,464	5,500[2]
1,850	2,738	285	740	5,613	5,625[2]
1,900	2,812	290	760	5,762	5,875[2]
1,950	2,886	295	780	5,911	6,000[2]
2,000	2,960	300	800	6,060	6,125[2]
2,050	3,034	305	820	6,209	6,250[2]
2,100	3,108	310	840	6,358	6,375[2]
2,150	3,182	315	860	6,507	6,625[2]
2,200	3,256	320	880	6,656	6,750[2]

1. As he has drawn *three* increments in the pre-revised scale of pay, *one* increment shal' be added in the minimum of the revised scale of pay.
2. Pay shall be fixed by raising the total emoluments in Col. 5 to the next stage in the revised scale of pay.

Model 17

Existing Scale : Rs. 1,400-40-1,800-50-2,300

Revised Scale : Rs. 4,500-125-7,000 (S-8)

Basic Pay + S.I. *Rs.*	*D.A. as on 1.1.96 (148% of pay)* *Rs.*	*I.R. I & II* *Rs.*	*40% of Col. 1* *Rs.*	*Total (Col. 1-4)* *Rs.*	*Pay in the new scale* *Rs.*
(1)	*(2)*	*(3)*	*(4)*	*(5)*	*(6)*
1,400	2,072	240	560	4,272	4,500 (Min.)
1,440	2,131	244	576	4,391	4,500 "
1,480	2,190	248	592	4,510	4,625[1]
1,520	2,250	252	608	4,630	4,750[1]
1,560	2,309	256	624	4,749	4,750[1]
1,600	2,368	260	640	4,868	4,875[1]
1,640	2,427	264	656	4,987	5,000[1]
1,680	2,486	268	672	5,106	5,125[1]
1,720	2,546	272	688	5,226	5,250[1]
1,760	2,605	276	704	5,345	5,375[1]
1,800	2,664	280	720	5,464	5,500[1]
1,850	2,738	285	740	5,613	5,625[1]
1,900	2,812	290	760	5,762	5,875[1]
1,950	2,886	295	780	5,911	6,000[1]
2,000	2,960	300	800	6,060	6,125[1]
2,050	3,034	305	820	6,209	6,250[1]
2,100	3,108	310	840	6,358	6,375[1]
2,150	3,182	315	860	6,507	6,625[1]
2,200	3,256	320	880	6,656	6,750[1]
2,250	3,330	325	900	6,805	6,875[1]
2,300	3,404	330	920	6,954	7,000[1]

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[1] Pay shall be fixed by raising the total emoluments in Col. 5 to the next stage in the revised scale of pay.

Model Table 18

Existing Scale : Rs. 1,350-30-1,440-40-1,800-50-2,200
Revised Scale : Rs. 5,000-150-8,000

(i) Head Clerks working
Organisations outside th
Secretariat
(*Para 46.10 of the Repo*
(ii) Canteen staff—Mana
Group I
(*Para 55.22 of the Repo*

Basic Pay + S.I. *Rs.*	*D.A. as on 1.1.96 (148% of pay)* *Rs.*	*I.R. I & II* *Rs.*	*40% of Col. 1* *Rs.*	*Total (Col. 1-4)* *Rs.*	*Pay in the new scale* *Rs.*
(1)	*(2)*	*(3)*	*(4)*	*(5)*	*(6)*
1,350	1,998	235	540	4,123	5,000 (Mi
1,380	2,042	238	552	4,212	5,000 "
1,410	2,087	241	564	4,302	5,000 "
1,440	2,131	244	576	4,391	5,150[1]
1,480	2,190	248	592	4,510	5,150[1]
1,520	2,250	252	608	4,630	5,150[1]
1,560	2,309	256	624	4,749	5,300[2]
1,600	2,368	260	640	4,868	5,300[2]
1,640	2,427	264	656	4,987	5,300[2]
1,680	2,486	268	672	5,106	5,450[3]
1,720	2,546	272	688	5,226	5,450[3]
1,760	2,605	276	704	5,345	5,450[3]
1,800	2,664	280	720	5,464	5,600[4]
1,850	2,738	285	740	5,613	5,750[4]
1,900	2,812	290	760	5,762	5,900[4]
1,950	2,886	295	780	5,911	6,050[4]
2,000	2,960	300	800	6,060	6,200[4]
2,050	3,034	305	820	6,209	6,350[4]
2,100	3,108	310	840	6,358	6,500[4]
2,150	3,182	315	860	6,507	6,650[4]
2,200	3,256	320	880	6,656	6,800[4]

1. As he has drawn *three* or more increments in the Pre-revised scale of pay, *one* increment be added in the minimum of the Revised scale of pay.
2. As he has drawn *six* or more increments in the Pre-revised scale of pay, *two* increments be added in the minimum of the Revised scale of pay.
3. As he has drawn *nine* or more increments in the Pre-revised scale of pay, *three* increm shall be added in the minimum of the Revised scale of pay.
4. Pay shall be fixed by raising the total emoluments in Col. 5 to the *next* stage in the Re scale of pay.

Model Table 19

Existing Scale : Rs. 1,400-40-1,600-50-2,300-60-2,600

Revised Scale : Rs. 5,000-150-8,000 (S-9)

Basic Pay + S.I. *Rs.* (1)	*D.A. as on 1.1.96 (148% of pay)* *Rs.* (2)	*I.R. I & II* *Rs.* (3)	*40% of Col. 1* *Rs.* (4)	*Total (Col. 1-4)* *Rs.* (5)	*Pay in the new scale* *Rs.* (6)
1,400	2,072	240	560	4,272	5,000 (Min.)
1,440	2,131	244	576	4,391	5,000 "
1,480	2,190	248	592	4,510	5,000 "
1,520	2,250	252	608	4,630	5,150[1]
1,560	2,309	256	624	4,749	5,150[1]
1,600	2,368	260	640	4,868	5,150[1]
1,650	2,442	265	660	5,017	5,300[2]
1,700	2,516	270	680	5,166	5,300[3]
1,750	2,590	275	700	5,315	5,450[3]
1,800	2,664	280	720	5,464	5,600[3]
1,850	2,738	285	740	5,613	5,750[3]
1,900	2,812	290	760	5,762	5,900[3]
1,950	2,886	295	780	5,911	6,050[3]
2,000	2,960	300	800	6,060	6,200[3]
2,050	3,034	305	820	6,209	6,350[3]
2,100	3,108	310	840	6,358	6,500[3]
2,150	3,182	315	860	6,507	6,650[3]
2,200	3,256	320	880	6,656	6,800[3]
2,250	3,330	325	900	6,805	6,950[3]
2,300	3,404	330	920	6,954	7,100[3]
2,360	3,493	336	944	7,133	7,250[3]
2,420	3,582	342	968	7,312	7,400[3]
2,480	3,670	348	992	7,490	7,550[3]
2,540	3,759	354	1,016	7,669	7,700[3]
2,600	3,848	360	1,040	7,848	7,850[3]

1. After fixing pay at the minimum of the new scale, *one* increment shall be added as he has drawn *three* or more increments in the pre-revised scale of pay.
2. After fixing pay at the *next* stage in the new scale of pay, *two* increments shall be added in the minimum of the revised scale being beneficial as he has drawn *six* increments in the pre-revised scale of pay.
3. Pay shall be fixed by raising the total emoluments (Col. 5) to the next stage in the revised scale of pay.

Model Table 20

Existing Scale : Rs. 1,600-50-2,300-60-2,660

Revised Scale : Rs. 5,000-150-8,000 (S-9)

Basic Pay + S.I. Rs.	*D.A. as on 1.1.96 (148% of pay)* Rs.	*I.R. I & II* Rs.	*40% of Col. 1* Rs.	*Total (Col. 1-4)* Rs.	*Pay in the new scale* Rs.
(1)	*(2)*	*(3)*	*(4)*	*(5)*	*(6)*
1,600	2,368	260	640	4,868	5,000 (Min
1,650	2,442	265	660	5,017	5,150[1]
1,700	2,516	270	680	5,166	5,300[1]
1,750	2,590	275	700	5,315	5,450[1]
1,800	2,664	280	720	5,464	5,600[1]
1,850	2,738	285	740	5,613	5,750[1]
1,900	2,812	290	760	5,762	5,900[1]
1,950	2,886	295	780	5,911	6,050[1]
2,000	2,960	300	800	6,060	6,200[1]
2,050	3,034	305	820	6,209	6,350[1]
2,100	3,108	310	840	6,358	6,500[1]
2,150	3,182	315	860	6,507	6,650[1]
2,200	3,256	320	880	6,656	6,800[1]
2,250	3,330	325	900	6,805	6,950[1]
2,300	3,404	330	920	6,954	7,100[1]
2,360	3,493	336	944	7,133	7,250[1]
2,420	3,582	342	968	7,312	7,400[1]
2,480	3,670	348	992	7,490	7,550[1]
2,540	3,759	354	1,016	7,669	7,700[1]
2,600	3,848	360	1,040	7,848	7,850[1]
2,660	3,937	366	1,064	8,027	8,000[2] (Ma

1. Pay shall be fixed by raising the total emoluments (Col. 5) to the next stage in the revis scale of pay.
2. As per first proviso (b) to Rule 7(1) of the C.C.S. (R.P.) Rules, 1997.

Model Table 21

Existing Scale : Rs. 1,400-40-1,800-50-2,300
Revised Scale : Rs. 5,000-150-8,000

(i) Assistants/Head Clerks/Office Supdt. level II
(Para 46.9 & 46.10 of the Report)
(ii) Telephone Operators
(Para 55.275 of the Report)
(iii) Primary School Teachers - Senior Scale
(Para 55.259 of the Report)
(iv) Diploma Engineers
(Paras 50.23 & 50.24 of the Report)

Basic Pay + S.I. Rs.	*D.A. as on 1.1.96 (148% of pay)* Rs.	*I.R. I & II* Rs.	*40% of Col. 1* Rs.	*Total (Col. 1-4)* Rs.	*Pay in the new scale* Rs.
(1)	(2)	(3)	(4)	(5)	(6)
1,400	2,072	240	560	4,272	5,000 (Min.)
1,440	2,131	244	576	4,391	5,000 "
1,480	2,190	248	592	4,510	5,000 "
1,520	2,250	252	608	4,630	5,150[1]
1,560	2,309	256	624	4,749	5,150[1]
1,600	2,368	260	640	4,868	5,150[1]
1,640	2,427	264	656	4,987	5,300[2]
1,680	2,486	268	672	5,106	5,300[2]
1,720	2,546	272	688	5,226	5,300[3]
1,760	2,605	276	704	5,345	5,450[3]
1,800	2,664	280	720	5,464	5,600[3]
1,850	2,738	285	740	5,613	5,750[3]
1,900	2,812	290	760	5,762	5,900[3]
1,950	2,886	295	780	5,911	6,050[3]
2,000	2,960	300	800	6,060	6,200[3]
2,050	3,034	305	820	6,209	6,350[3]
2,100	3,108	310	840	6,358	6,500[3]
2,150	3,182	315	860	6,507	6,650[3]
2,200	3,256	320	880	6,656	6,800[3]
2,250	3,330	325	900	6,805	6,950[3]
2,300	3,404	330	920	6,954	7,100[3]

1. As he has drawn *three* or more increments in the Pre-revised scale of pay, *one* increment shall be added in the minimum of the Revised scale of pay.
2. As he has drawn *six* or more increments in the Pre-revised scale of pay, two increments shall be added in the minimum of the Revised scale of pay.
3. Pay shall be fixed by raising the total emoluments in Col. 5 to the *next* stage in the Revised scale of pay.

Model Table 22

Existing Scale : Rs. 1,400-40-1,800-50-2,300] Editorial staff—Sub-Editor
Revised Scale : Rs. 5,500-175-9,000] (Para 55.59 of the Report)

Basic Pay + S.I. *Rs.* (1)	*D.A. as on 1.1.96 (148% of pay)* *Rs.* (2)	*I.R. I & II* *Rs.* (3)	*40% of Col. 1* *Rs.* (4)	*Total (Col. 1-4)* *Rs.* (5)	*Pay in the new scale* *Rs.* (6)	
1,400	2,072	240	560	4,272	5,500	(Min.)
1,440	2,131	244	576	4,391	5,500	"
1,480	2,190	248	592	4,510	5,500	
1,520	2,250	252	608	4,630	5,675[1]	
1,560	2,309	256	624	4,749	5,675[1]	
1,600	2,368	260	640	4,868	5,675[1]	
1,640	2,427	264	656	4,987	5,850[2]	
1,680	2,486	268	672	5,106	5,850[2]	
1,720	2,546	272	688	5,226	5,850[2]	
1,760	2,605	276	704	5,345	6,025[3]	
1,800	2,664	280	720	5,464	6,025[3]	
1,850	2,738	285	740	5,613	6,025[3]	
1,900	2,812	290	760	5,762	6,200[4]	
1,950	2,886	295	780	5,911	6,200[4]	
2,000	2,960	300	800	6,060	6,200[5]	
2,050	3,034	305	820	6,209	6,375[5]	
2,100	3,108	310	840	6,358	6,375[5]	
2,150	3,182	315	860	6,507	6,550[5]	
2,200	3,256	320	880	6,656	6,725[5]	
2,250	3,330	325	900	6,805	6,900[5]	
2,300	3,404	330	920	6,954	7,075[5]	

1. *One* increment shall be added in the minimum of the new scale as he has drawn *three* or more increments in the Pre-revised scale of pay.
2. *Two* increments shall be added in the minimum of the new scale as he has drawn *six* or more increments in the Pre-revised scale of pay.
3. *Three* increments shall be added in the minimum of the new scale as he has drawn *nine* or more increments in the Pre-revised scale of pay.
4. *Four* increments shall be added in the minimum of the new scale as he has drawn *twelve* or more increments in the Pre-revised scale pf pay.
5. Pay shall be fixed by raising the total emoluments in Col. 5 to the *next* stage in the Revised scale of pay.

Model Table 23

Existing Scale : Rs. 1,400-40-1,600-50-2,300-60-2,600
Revised Scale : Rs. 5,500-175-9,000

Editorial staff—Sub-Editor (*Para 55.59 of the Report*)

Basic Pay + S.I. Rs.	*D.A. as on 1.1.96 (148% of pay)* Rs.	*I.R. I & II* Rs.	*40% of Col. 1* Rs.	*Total (Col. 1-4)* Rs.	*Pay in the new scale* Rs.
(1)	*(2)*	*(3)*	*(4)*	*(5)*	*(6)*
1,400	2,072	240	560	4,272	5,500 (Min.)
1,440	2,131	244	576	4,391	5,500 "
1,480	2,190	248	592	4,510	5,500 "
1,520	2,250	252	608	4,630	5,675[1]
1,560	2,309	256	624	4,749	5,675[1]
1,600	2,368	260	640	4,868	5,675[1]
1,650	2,442	265	660	5,017	5,850[2]
1,700	2,516	270	680	5,166	5,850[2]
1,750	2,590	275	700	5,315	5,850[2]
1,800	2,664	280	720	5,464	6,025[3]
1,850	2,738	285	740	5,613	6,025[3]
1,900	2,812	290	760	5,762	6,025[3]
1,950	2,886	295	780	5,911	6,200[4]
2,000	2,960	300	800	6,060	6,200[5]
2,050	3,034	305	820	6,209	6,375[5]
2,100	3,108	310	840	6,358	6,375[5]
2,150	3,182	315	860	6,507	6,550[5]
2,200	3,256	320	880	6,656	6,725[5]
2,250	3,330	325	900	6,805	6,900[5]
2,300	3,404	330	920	6,954	7,075[5]
2,360	3,493	336	944	7,133	7,250[5]
2,420	3,582	342	968	7,312	7,425[5]
2,480	3,670	348	992	7,490	7,600[5]
2,540	3,759	354	1,016	7,669	7,775[5]
2,600	3,848	360	1,040	7,848	7,950[5]

1. *One* increment shall be added in the minimum of the new scale as he has drawn *three* or more increments in the Pre-revised scale of pay.
2. *Two* increments shall be added in the minimum of the new scale as he has drawn *six* or more increments in the Pre-revised scale of pay.
3. *Three* increments shall be added in the minimum of the new scale as he has drawn *nine* or more increments in the Pre-revised scale of pay.
4. By raising the total emoluments in Col. 5 to the *next* stage, pay in the Revised scale works out to Rs. 6,025. But as he has drawn *twelve* increments in the Pre-revised scale of pay, by adding *four* increments in the minimum of the revised scale of pay, the pay works out to Rs. 6,200 which is more beneficial and hence admissible.
5. Pay shall be fixed by raising the total emoluments in Col. 5 to the *next* stage in the Revised scale of pay.

Model Table 24

Existing Scale : Rs. 1,640-60-2,600-75-2,900

Revised Scale : Rs. 5,500-175-9,000 (S-10)

Basic Pay + S.I. Rs.	*D.A. as on 1.1.96 (148% of pay)* Rs.	*I.R. I & II* Rs.	*40% of Col. 1* Rs.	*Total (Col. 1-4)* Rs.	*Pay in the new scale* Rs.
(1)	*(2)*	*(3)*	*(4)*	*(5)*	*(6)*
1,640	2,427	264	656	4,987	5,500 (Min.)
1,700	2,516	270	680	5,166	5,500 "
1,760	2,605	276	704	5,345	5,500 "
1,820	2,694	282	728	5,524	5,675[1]
1,880	2,782	288	752	5,702	5,850[1]
1,940	2,871	294	776	5,881	6,025[1]
2,000	2,960	300	800	6,060	6,200[1]
2,060	3,049	306	824	6,239	6,375[1]
2,120	3,138	312	848	6,418	6,550[1]
2,180	3,226	318	872	6,596	6,725[1]
2,240	3,315	324	896	6,775	6,900[1]
2,300	3,404	330	920	6,954	7,075[1]
2,360	3,493	336	944	7,133	7,250[1]
2,420	3,582	342	968	7,312	7,425[1]
2,480	3,670	348	992	7,490	7,600[1]
2,540	3,759	354	1,016	7,669	7,775[1]
2,600	3,848	360	1,040	7,848	7,950[1]
2,675	3,959	368	1,070	8,072	8,125[1]
2,750	4,070	375	1,100	8,295	8,300[1]
2,825	4,181	383	1,130	8,519	8,650[1]
2,900	4,292	390	1,160	8,742	8,825[1]

1. Pay shall be fixed by raising the total emoluments (Col. 5) to the next stage in the revised scale of pay.

Model Table 25

Existing Scale : Rs. 1,600-50-2,300-60-2,660
Revised Scale : Rs. 5,500-175-9,000

(i) Office Superintendent level II/Liberarian— Working in Organisations outside the Secretariat (Paras 46.11 & 55.177 of the Report)
(ii) Deploma Engineers (*Paras 50.23 & 50.24 of the Report*)

Basic Pay + S.I. *Rs.*	*D.A. as on 1.1.96 (148% of pay)* *Rs.*	*I.R. I & II* *Rs.*	*40% of Col. 1* *Rs.*	*Total (Col. 1-4)* *Rs.*	*Pay in the new scale* *Rs.*
(1)	*(2)*	*(3)*	*(4)*	*(5)*	*(6)*
1,600	2,368	260	640	4,868	5,500 (Min.)
1,650	2,442	265	660	5,017	5,500 "
1,700	2,516	270	680	5,166	5,500 "
1,750	2,590	275	700	5,315	5,675[1]
1,800	2,664	280	720	5,464	5,675[1]
1,850	2,738	285	740	5,613	5,675[2]
1,900	2,812	290	760	5,762	5,850[2]
1,950	2,886	295	780	5,911	6,025[2]
2,000	2,960	300	800	6,060	6,200[2]
2,050	3,034	305	820	6,209	6,375[2]
2,100	3,108	310	840	6,358	6,375[2]
2,150	3,182	315	860	6,507	6,550[2]
2,200	3,256	320	880	6,656	6,725[2]
2,250	3,330	325	900	6,805	6,900[2]
2,300	3,404	330	920	6,954	7,075[2]
2,360	3,493	336	944	7,133	7,250[2]
2,420	3,582	342	968	7,312	7,425[2]
2,480	3,670	348	992	7,490	7,600[2]
2,540	3,759	354	1,016	7,669	7,775[2]
2,600	3,848	360	1,040	7,848	7,950[2]
2,660	3,937	366	1,064	8,027	8,125[2]

1. As he has drawn *three* or more increments in the Pre-revised scale of pay *one* increment shall be added in the minimum of the Revised scale of pay.
2. Pay shall be fixed by raising the total emoluments in Col. 5 to the *next* stage in the Revised scale of pay.

Model Table 26

Existing Scale : Rs. 1,640-60-2,600-75-2,900
Revised Scale : Rs. 6,500-200-10,500

Liberarian Sr. Scale/T.G. T.
Sr. Scale P.G.T./Headmaster
Middle School (entry scale) [*Paras 55.177, 55.259 of the Report*]

Basic Pay + S.I. Rs.	*D.A. as on 1.1.96 (148% of pay)* Rs.	*I.R. I & II* Rs.	*40% of Col. 1* Rs.	*Total (Col. 1-4)* Rs.	*Pay in the new scale* Rs.
(1)	*(2)*	*(3)*	*(4)*	*(5)*	*(6)*
1,640	2,427	264	656	4,987	6,500 (Min.)
1,700	2,516	270	680	5,166	6,500 "
1,760	2,605	276	704	5,345	6,500 "
1,820	2,694	282	728	5,524	6,700[1]
1,880	2,782	288	752	5,702	6,700[1]
1,940	2,871	294	776	5,881	6,700[1]
2,000	2,960	300	800	6,060	6,900[2]
2,060	3,049	306	824	6,239	6,900[2]
2,120	3,138	312	848	6,418	6,900[2]
2,180	3,226	318	872	6,596	7,100[3]
2,240	3,315	324	896	6,775	7,100[3]
2,300	3,404	330	920	6,954	7,100[4]
2,360	3,493	336	944	7,133	7,300[4]
2,420	3,582	342	968	7,312	7,500[4]
2,480	3,670	348	992	7,490	7,500[4]
2,540	3,759	354	1,016	7,669	7,700[4]
2,600	3,848	360	1,040	7,848	7,900[4]
2,675	3,959	368	1,070	8,072	8,100[4]
2,750	4,070	375	1,100	8,295	8,300[4]
2,825	4,181	383	1,130	8,519	8,700[4]
2,900	4,292	390	1,160	8,742	8,900[4]

1. As he has drawn *three* or more increments in the Pre-revised scale of pay, *one* increment shall be added in the minimum of the Revised scale of pay.
2. As he has drawn *six* or more increments in the Pre-revised scale of pay, *two* increments shall be added in the minimum of the Revised scale of pay.
3. *Three* increments shall be added in the minimum of the Revised scale of pay as he has drawn *nine* or more increments in the Pre-revised scale of pay
4. Pay shall be fixed by raising the total emoluments in Col. 5 to the *next* stage in the Revised scale of pay.

Model Table 27

Existing Scales : Rs. 2,000-60-2,300-75-3,200
: Rs. 2,000-60-2,300-75-3,200-100-3,500
: Rs. 2,000-60-2,120

Revised Scale : Rs. 6,500-200-6,900 (S-11)
: Rs. 6,500-200-10,500 (S-12)

Basic Pay + S.I. Rs.	*D.A. as on 1.1.96 (148% of pay) Rs.*	*I.R. I & II Rs.*	*40% of Col. 1 Rs.*	*Total (Col. 1-4) Rs.*	*Pay in the new scale Rs.*
(1)	*(2)*	*(3)*	*(4)*	*(5)*	*(6)*
2,000	2,960	300	800	6,060	6,500 (Min.)
2,060	3,049	306	824	6,239	6,500 "
2,120	3,138	312	848	6,418	6,500 "
2,180	3,226	318	872	6,596	6,700[1]
2,240	3,315	324	896	6,775	6,900[1]
2,300	3,404	330	920	6,954	7,100[1]
2,375	3,515	338	950	7,178	7,300[1]
2,450	3,626	345	980	7,401	7,500[1]
2,525	3,737	353	1,010	7,625	7,700[1]
2,600	3,848	360	1,040	7,848	7,900[1]
2,675	3,959	368	1,070	8,072	8,100[1]
2,750	4,070	375	1,100	8,295	8,300[1]
2,825	4,181	383	1,130	8,519	8,700[1]
2,900	4,292	390	1,160	8,742	8,900[1]
2,975	4,403	398	1,190	8,966	9,100[1]
3,050	4,514	405	1,220	9,189	9,300[1]
3,125	4,625	413	1,250	9,413	9,500[1]
3,200	4,736	420	1,280	9,636	9,700[1]
3,300	4,884	430	1,320	9,934	10,100[1]
3,400	5,032	440	1 360	10,232	10,300[1]
3,500	5,180	450	1,400	10,530	10,500[2] (Max.)

1. Pay shall be fixed by raising the total emoluments (Col. 5) to the next stage in the revised scale of pay.
2. As per first Proviso (b) to Rule 7(1) of the C.C.S. (R.P.) Rules, 1997.

Model Table 28

Existing Scale : Rs. 2,000-60-2,300-75-3,200-100-3,500

Revised Scale : Rs. 7,500-250-12,000

(i) Librarian Selection Grade
(*Para 155.77 of the Report*)
(ii) Vice Principal/Head Master Secondary School (Entry Scale)
(*Para 55.259 of the Report*)
(iii) T.G.T./Head Master Primary School (Selection Scale)
[*Para 55.259 of the Report*]
(iv) P.G.T./Head Master (Middle School) (Sr. Scale)

Basic Pay + S.I. *Rs.*	*D.A. as on 1.1.96 (148% of pay)* *Rs.*	*I.R. I & II* *Rs.*	*40% of Col. 1* *Rs.*	*Total (Col. 1-4)* *Rs.*	*Pay in the new scale* *Rs.*
(1)	*(2)*	*(3)*	*(4)*	*(5)*	*(6)*
2,000	2,960	300	800	6,060	7,500 (Min.)
2,060	3,049	306	824	6,239	7,500 "
2,120	3,138	312	848	6,418	7,500 "
2,180	3,226	318	872	6,596	7,750[1]
2,240	3,315	324	896	6,775	7,750[1]
2,300	3,404	330	920	6,954	7,750[1]
2,375	3,515	338	950	7,178	8,000[2]
2,450	3,626	345	980	7,401	8,000[2]
2,525	3,737	353	1,010	7,625	8,000[2]
2,600	3,848	360	1,040	7,848	8,250[3]
2,675	3,959	368	1,070	8,072	8,250[4]
2,750	4,070	375	1,100	8,295	8,500[4]
2,825	4,181	383	1,130	8,519	8,750[4]
2,900	4,292	390	1,160	8,742	8,750[4]
2,975	4,403	398	1,190	8,966	9,000[4]
3,050	4,514	405	1,220	9,189	9,250[4]
3,125	4,625	413	1,250	9,413	9,500[4]
3,200	4,736	420	1,280	9,636	9,750[4]
3,300	4,884	430	1,320	9,934	10,000[4]
3,400	5,032	440	1,360	10,232	10,250[4]
3,500	5,180	450	1,400	10,530	10,750[4]

1. *One* increment shall be added in the minimum of the revised scale of pay as he has drawn *three* or more increments in the pre-revised scale pay.
2. *Two* increments shall be added in the minimum of the revised scale of pay as he has drawn *six* or more incremens in the pre-revised scale of pay.
3. *Three* increments shall be added in the minimum of the revised scale of pay as he has drawn *nine* or more increments in the pre-revised scale of pay.
4. Pay shall be fixed by raising the total emoluments in Col. 5 to the next stage in the revised scale of pay.

Model Table 29

Existing Scales : Rs. 2,375-75-3,200-100-3,500
: Rs. 2,375-75-3,200-100-3,500-125-3,750

Revised Scale : Rs. 7,450-225-11,500 (S-13) (Modified)

Basic Pay + S.I. *Rs* (1)	*D.A. as on 1.1.96* *Rs.* (2)	*I.R. I & II* *Rs.* (3)	*40% of Col. 1* *Rs.* (4)	*Total (Col. 1-4)* *Rs.* (5)	*Pay in the new scale* *Rs.* (6)	
2,375	3,515	338	950	7,178	7,450	(Min.)
2,450	3,626	345	980	7,401	7,450	"
2,525	3,737	353	1,010	7,625	7,675[1]	
2,600	3,848	360	1,040	7,848	7,900[1]	
2,675	3,959	368	1,070	8,072	8,125[1]	
2,750	4,070	375	1,100	8,295	8,350[1]	
2,825	4,181	383	1,130	8,519	8,575[1]	
2,900	4,292	390	1,160	8,742	8,800[1]	
2,975	4,403	398	1,190	8,966	9,025[1]	
3,050	4,514	405	1,220	9,189	9,250[1]	
3,125	4,625	413	1,250	9,413	9,475[1]	
3,200	4,736	420	1,280	9,636	9,700[1]	
3,300	4,884	430	1,320	9,934	10,150[1]	
3,400	5,032	440	1,360	10,232	10,375[1]	
3,500	5,180	450	1,400	10,530	10,600[1]	
3,625	5,180	463	1,450	10,718	10,825[1]	
3,750	5,180	475	1,500	10,905	11,050[1]	

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[1] Pay shall be fixed by raising the total emoluments (Col. 5) to the next stage in the revised scale of pay.

Model Table 30

Existing Scale : Rs. 2,375-75-3,200-100-3,500
Revised Scale : Rs. 7,500-250-12,000

Administrative officer working outside the Secretariate including Audit officer/ Accounts officer in Indian Audit & Accounts Department (*Paras 46.13 & 102.19 of the Report*)

Basic Pay + S.I. *Rs.*	*D.A. as on 1.1.96 (148% of Pay)* *Rs.*	*I.R. I & II* *Rs.*	*40% of Col. 1* *Rs.*	*Total (Col. 1-4)* *Rs.*	*Pay in the new scale* *Rs.*	
(1)	*(2)*	*(3)*	*(4)*	*(5)*	*(6)*	
2,375	3,515	338	950	7,178	7,500	(Min.)
2,450	3,626	345	980	7,401	7,500	"
2,525	3,737	353	1,010	7,625	7,750[1]	
2,600	3,848	360	1,040	7,848	8,000[1]	
2,675	3,959	368	1,070	8,072	8,250[1]	
2,750	4,070	375	1,100	8,295	8,500[1]	
2,825	4,181	383	1,130	8,519	8,750[1]	
2,900	4,292	390	1,160	8,966	9,000[1]	
3,050	4,514	405	1,220	9,189	9,250[1]	
3,125	4,625	413	1,250	9,413	9,500[1]	
3,200	4,736	420	1,280	9,636	9,750[1]	
3,300	4,884	430	1,320	9,934	10,000[1]	
3,400	5,032	440	1,360	10,232	10,250[1]	
3,500	5,180	450	1,400	10,530	10,750[1]	

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1. Pay shall be fixed by raising the total emoluments (Col. 5) to the next stage in the revised scale of pay.

Model Table 31

Existing Scale : Rs. 2,200-75-2,800-100-4,000

Revised Scale : Rs. 8,000-275-13,500 (S-15)

Basic Pay + S.I. Rs.	*D.A. as on 1.1.96* Rs.	*I.R. I & II* Rs.	*40% of Col. 1* Rs.	*Total (Col. 1-4)* Rs.	*Pay in the new scale* Rs.
(1)	*(2)*	*(3)*	*(4)*	*(5)*	*(6)*
2,200	3,256	320	880	6,656	8,000 (Min.)
2,275	3,367	328	910	6,880	8,000 "
2,350	3,478	335	940	7,103	8,000 "
2,425	3,589	343	970	7,327	8,275[1]
2,500	3,700	350	1,000	7,550	8,275[1]
2,575	3,811	358	1,030	7,774	8,275[1]
2,650	3,922	365	1,060	7,997	8,550[2]
2,725	4,033	373	1,090	8,221	8,550[2]
2,800	4,144	380	1,120	8,444	8,550[3]
2,900	4,292	390	1,160	8,742	8,825[3]
3,000	4,440	400	1,200	9,040	9,100[3]
3,100	4,588	410	1,240	9,338	9,375[3]
3,200	4,736	420	1,280	9,636	9,650[3]
3,300	4,884	430	1,320	9,934	10,200[3]
3,400	5,032	440	1,360	10,232	10,475[3]
3,500	5,180	450	1,400	10,530	10,750[3]
3,600	5,180	460	1,440	10,680	10,750[3]
3,700	5,180	470	1,480	10,830	11,025[3]
3,800	5,180	480	1,520	10,980	11,025[3]
3,900	5,180	490	1,560	11,130	11,300[3]
4,000	5,180	500	1,600	11,280	11,300[3]

1. After fixing pay at the minimum of the new scale, *one* increment shall be added as he has been drawing *three* or more increments in the pre-revised scale of pay.
2. After fixing pay at the minimum in the new scale of pay, *two* increments shall be added as he has been drawing *six* or more increments in the pre-revised scale of pay.
3. Pay shall be fixed by raising the total emoluments (Col. 5) to the next stage to the revised scale of pay.

Model Table 32

Existing Scale : Rs. 2,300-100-2,800

Revised Scale : Rs. 8,000-275-13,500 (S-15)

Basic Pay + S.I. *Rs.*	*D.A. as on 1.1.96 (148% of pay)* *Rs.*	*I.R. I & II* *Rs.*	*40% of Col. 1* *Rs.*	*Total (Col. 1-4)* *Rs.*	*Pay in the new scale* *Rs.*
(1)	*(2)*	*(3)*	*(4)*	*(5)*	*(6)*
2,300	3,404	330	920	6,954	8,000 (Min.)
2,400	3,552	340	960	7,252	8,000 "
2,500	3,700	350	1,000	7,550	8,000 "
2,600	3,848	360	1,040	7,848	8,275[1]
2,700	3,996	370	1,080	8,146	8,275[2]
2,800	4,144	380	1,120	8,444[2]	8,550[2]

1. After fixing pay at the minimum of the new scale of pay, *one* increment shall be added for *three* or more increments drawn in the pre-revised scale of pay.
2. Stage next above in the revised scale of pay.

Model Table 33

Existing Scale : Rs. 2,630-75-2,780

Revised Scale : Rs. 9,000-275-9,550 (S-17)

Basic Pay + S.I. *Rs.*	*D.A. as on 1.1.96 (148% of pay)* *Rs.*	*I.R. I & II* *Rs.*	*40% of Col. 1* *Rs.*	*Total (Col. 1-4)* *Rs.*	*Pay in the new scale*
(1)	*(2)*	*(3)*	*(4)*	*(5)*	*(6)*
2,630	3,892	363	1,052	7,937	9,000 (Min.)
2,705	4,003	371	1,082	8,161	9,000 "
2,780	4,114	378	1,112	8,384	9,000 "

Model Table 34

Existing Scales : Rs. 3,000-100-3,500-125-4,500
: Rs. 3,000-100-3,500-125-5,000
Revised Scale : Rs. 10,000-325-15,200 (S-19)

Basic Pay + S.I. *Rs.*	*D.A. as on 1.1.96* *Rs.*	*I.R. I & II* *Rs.*	*40% of Col. 1* *Rs.*	*Total (Col. 1-4)* *Rs.*	*Pay in the new scale* *Rs.*
(1)	*(2)*	*(3)*	*(4)*	*(5)*	*(6)*
3,000	4,440	400	1,200	9,040	10,000 (Min.)
3,100	4,588	410	1,240	9,338	10,000 "
3,200	4,736	420	1,280	9,636	10,000 "
3,300	4,884	430	1,320	9,934	10,325[1]
3,400	5,032	440	1,360	10,232	10,325[2]
3,500	5,180	450	1,400	10,530	10,650[2]
3,625	5,180	463	1,450	10,718	10,975[2]
3,750	5,180	475	1,500	10,905	10,975[2]
3,875	5,180	488	1,550	11,093	11,300[2]
4,000	5,180	500	1,600	11,280	11,300[2]
4,125	5,180	513	1,650	11,468	11,625[2]
4,250	5,180	525	1,700	11,655	11,950[2]
4,375	5,180	538	1,750	11,843	11,950[2]
4,500	5,180	550	1,800	12,030	12,275[2]
4,625	5,180	563	1,850	12,218	12,275[2]
4,750	5,273	575	1,900	12,498	12,600[2]
4,875	5,411	588	1,950	12,824	12,925[2]
5,000	5,550	600	2,000	13,150	13,250[2]

1. After fixing pay at the minimum of the new scale, *one* increment shall be added as he has drawn *three* increments in the pre-revised scale of pay.
2. Pay shall be fixed by raising the total emoluments (Col. 5) to the next stage in the revised scale of pay.

Model Table 35

Existing Scale : Rs. 3,000-100-3,500-125-4,500
Revised Scale : Rs. 12,000-375-16,500
(Non-Functional J.A.G.)

Gr. A Engineering Se
vices— Executive Enginee
(*Para 50.45 of the Repor*

Basic Pay + S.I. Rs.	*D.A. as on 1.1.96* Rs.	*I.R. I & II* Rs.	*40% of Col. 1* Rs.	*Total (Col. 1-4)* Rs.	*Pay in the new scale* Rs.
(1)	(2)	(3)	(4)	(5)	(6)
3,000	4,440	400	1,200	9,040	12,000 (Min.
3,100	4,588	410	1,240	9,338	12,000 "
3,200	4,736	420	1,280	9,636	12,000 "
3,300	4,884	430	1,320	9,934	12,375[1]
3,400	5,032	440	1,360	10,232	12,375[1]
3,500	5,180	450	1,400	10,530	12,375[1]
3,625	5,180	463	1,450	10,718	12,750[2]
3,750	5,180	475	1,500	10,905	12,750[2]
3,875	5,180	488	1,550	11,093	12,750[2]
4,000	5,180	500	1,600	11,280	13,125[3]
4,125	5,180	513	1,650	11,468	13,125[3]
4,250	5,180	525	1,700	11,655	13,125[3]
4,375	5,180	538	1,750	11,843	13,500[4]
4,500	5,180	550	1,800	12,030	13,500[4]

1. *One* increment shall be added in the minimum of the Revised scale of pay, as he has draw *three* or more increments in the Pre-revised scale of pay.
2. *Two* increments shall be added in the minimum of the Revised scale of pay, as he has draw *six* or more increments in the Pre-revised scale of pay.
3. *Three* increments shall be added in the minimum of the Revised scale of pay, as he has draw *nine* or more increments in the Pre-revised scale of pay.
4. *Four* increments shall be added in the minimum of the Revised scale of pay, as he has draw *twelve* or more increments in the Pre-revised scale of pay.

Model Table 36

Existing Scale : Rs. 3,150-100-3,350

Revised Scale : Rs. 10,325-325-10,975 (S-18)

Basic Pay + S.I. Rs.	*D.A. as on 1.1.96 (148% of pay) Rs.*	*I.R. I & II Rs.*	*40% of Col. 1 Rs.*	*Total (Col. 1-4) Rs.*	*Pay in the new scale Rs.*	
(1)	*(2)*	*(3)*	*(4)*	*(5)*	*(6)*	
3,150	4,662	415	1,260	9,487	10,325	(Min.)
3,250	4,810	425	1,300	9,785	10,325	"
3,350	4,958	435	1,340	10,083	10,325	"

Model Table 37

Existing Scale : Rs. 3,000-125-3,625

Revised Scale : Rs. 10,000-325-15,200 (S-19)

Basic Pay + S.I. Rs.	*D.A. as on 1.1.96 Rs.*	*I.R. I & II Rs.*	*40% of Col. 1 Rs.*	*Total (Col. 1-4) Rs.*	*Pay in the new scale Rs.*	
(1)	*(2)*	*(3)*	*(4)*	*(5)*	*(6)*	
3,000	4,440	400	1,200	9,040	10,000	(Min.)
3,125	4,625	413	1,250	9,413	10,000	"
3,250	4,810	425	1,300	9,785	10,000	"
3,375	4,995	438	1,350	10,158	10,325	(next stage)
3,500	5,180	450	1,400	10,530	10,650	
3,625	5,180	463	1,450	10,718	10,975	"

Model Table 38

Existing Scale : Rs. 3,200-100-3,700-125-4,700

Revised Scale : Rs. 10,650-325-15,850 (S-20)

Basic Pay + S.I. *Rs.*	*D.A. as on 1.1.96* *Rs.*	*I.R. I & II* *Rs.*	*40% of Col. 1* *Rs.*	*Total (Col. 1-4)* *Rs.*	*Pay in the new scale* *Rs.*
(1)	*(2)*	*(3)*	*(4)*	*(5)*	*(6)*
3,200	4,736	420	1,280	9,636	10,650 (Min.)
3,300	4,884	430	1,320	9,934	10,650 "
3,400	5,032	440	1,360	10,232	10,650 "
3,500	5,180	450	1,400	10,530	10,975[1]
3,600	5,180	460	1,440	10,680	10,975[2]
3,700	5,180	470	1,480	10,830	10,975[2]
3,825	5,180	483	1,530	11,018	11,300[2]
3,950	5,180	495	1,580	11,205	11,300[2]
4,075	5,180	508	1,630	11,393	11,625[2]
4,200	5,180	520	1,680	11,580	11,625[2]
4,325	5,180	533	1,730	11,768	11,950[2]
4,450	5,180	545	1,780	11,955	12,275[2]
4,575	5,180	558	1,830	12,143	12,275[2]
4,700	5,217	570	1,880	12,367	12,600[2]

1. After fixing pay at the minimum of the new scale of pay, *one* increment shall be added fo *three* increments drawn in the pre-revised scale of pay.
2. Pay shall be fixed by raising the total emoluments (Col. 5) to the next stage in the revise scale of pay.

Model Table 39

Existing Scale : Rs. 3,700-150-4,450

Revised Scale : Rs. 12,000-375-16,500 (S-21)

Basic Pay + S.I. *Rs.*	*D.A. as on 1.1.96* *Rs.*	*I.R. I & II* *Rs.*	*40% of Col. 1* *Rs.*	*Total (Col. 1-4)* *Rs.*	*Pay in the new scale* *Rs.*
(1)	*(2)*	*(3)*	*(4)*	*(5)*	*(6)*
3,700	5,180	470	1,480	10,830	12,000 (Min.)
3,850	5,180	485	1,540	11,055	12,000 "
4,000	5,180	500	1,600	11,280	12,000 "
4,150	5,180	515	1,660	11,505	12,375[1]
4,300	5,180	530	1,720	11,730	12,375[1]
4,450	5,180	545	1,780	11,955	12,375[1]

1. After fixing pay at the minimum of the new scale of pay, *one* increment shall be added for *three* or more increments drawn in the pre-revised scale of pay.

Model Table 40

Existing Scale : Rs. 3,700-125-4,700-150-5,000 (Deputy Secretary)

Revised Scale : Rs. 12,000-375-16,500 (S-21)

Basic Pay + S.I. *Rs.*	*D.A. as on 1.1.96* *Rs.*	*I.R. I & II* *Rs.*	*40% of Col. 1* *Rs.*	*Total (Col. 1-4)* *Rs.*	*Pay in the new scale* *Rs.*	
(1)	*(2)*	*(3)*	*(4)*	*(5)*	*(6)*	
3,700	5,180	470	1,480	10,830	12,000	(Min.)
3,825	5,180	483	1,530	11,018	12,000	"
3,950	5,180	495	1,580	11,205	12,000	"
4,075	5,180	508	1,630	11,393	12,375[1]	
4,200	5,180	520	1,680	11,580	12,375[1]	
4,325	5,180	533	1,730	11,768	12,375[1]	
4,450	5,180	545	1,780	11,955	12,750[2]	
4,575	5,180	558	1,830	12,143	12,750[3]	
4,700	5,217	570	1,880	12,367	12,750[3]	
4,850	5,384	585	1,940	12,759	13,125[4]	
5,000	5,550	600	2,000	13,150	13,500[4]	

1. After fixing pay at the minimum of the new scale of pay, *one* increment shall be added for *three* or more increments drawn in the pre-revised scale of pay.
2. After fixing pay at the minimum of the new scale of pay, *two* increments shall be added for *six* increments drawn in the pre-revised scale of pay.
3. Fixing pay at the next stage in the new pay scale is not beneficial. *Two* increments shall be added in the minimum of the revised pay scale for *six* or more increments drawn in the pre-revised scale of pay. This will be beneficial.
4. Pay shall be fixed by raising the total emoluments (Col. 5) to the next stage in the revised scale of pay.

Model Table 41

Existing Scale : Rs. 3,700-125-4,700-150-5,000
Revised Scale : Rs. 14,300-400-18,300

Group 'A' Engineering
Services— Superintending
Engineer
(*Para 50.45 of the Report*)

Basic Pay + S.I. *Rs.*	*D.A. as on 1.1.96* *Rs.*	*I.R. I & II* *Rs.*	*40% of Col. 1* *Rs.*	*Total (Col. 1-4)* *Rs.*	*Pay in the new scale* *Rs.*
(1)	*(2)*	*(3)*	*(4)*	*(5)*	*(6)*
3,700	5,180	470	1,480	10,830	14,300 (Min.)
3,825	5,180	483	1,530	11,018	14,300 "
3,950	5,180	495	1,580	11,205	14,300 "
4,075	5,180	508	1,630	11,393	14,700[1]
4,200	5,180	520	1,680	11,580	14,700[1]
4,325	5,180	533	1,730	11,768	14,700[1]
4,450	5,180	545	1,780	11,955	15,100[2]
4,575	5,180	558	1,830	12,143	15,100[2]
4,700	5,217	570	1,880	12,367	15,100[2]
4,850	5,384	585	1,940	12,759	15,500[3]
5,000	5,550	600	2,000	13,150	15,500[3]

1. *One* increment shall be added in the minimum of the Revised scale of pay, as he has drawn three or more increments in the Pre-revisd scale of pay.
2. *Two* increments shall be added in the minimum of the Revised scale of pay, as he has drawn *six* or more increments in the Pre-revised scale of pay.
3. *Three* increments shall be added as in the minimum of the Revised scale of pay, as he has drawn nine or more increments in the pre-revised scale of pay.

Model Table 42

Existing Scale : Rs. 3,950-125-4,700-150-5,000

Revised Scale : Rs. 12,750-375-16,500 (S-22)

Basic Pay + S.I. *Rs.*	*D.A. as on 1.1.96* *Rs.*	*I.R. I & II* *Rs.*	*40% of Col. 1* *Rs.*	*Total (Col. 1-4)* *Rs.*	*Pay in the new scale* *Rs.*
(1)	*(2)*	*(3)*	*(4)*	*(5)*	*(6)*
3,950	5,180	495	1,580	11,205	12,750 (Min.)
4,075	5,180	508	1,630	11,393	12,750 "
4,200	5,180	520	1,680	11,580	12,750 "
4,325	5,180	533	1,730	11,768	13,125[1]
4,450	5,180	545	1,780	11,955	13,125[1]
4,575	5,180	558	1,830	12,143	13,125[1]
4,700	5,217	570	1,880	12,367	13,500[2]
4,850	5,384	585	1,940	12,759	13,500[3]
5,000	5,550	600	2,000	13,150	13,500 (next stage)

1. After fixing pay at the minimum of the new scale of pay, *one* increment shall be added for *three* or more increments drawn in the pre-revised scale of pay.
2. After fixing pay at the minimum of the new scale of pay, *two* increments shall be added for *six* increments drawn in the pre-revised scale of pay.
3. Stage next above in the revised scale of pay works out to Rs. 13,125. As *one* increment is ensured in the revised scale of pay for every *three* increments in the existing scale, the stage of pay in the revised scale works out to Rs. 13,500 which is higher.

Model Table 43

Existing Scale : Rs. 3,700-125-4,950-150-5,700

Revised Scale : Rs. 12,000-375-18,000 (S-23)

Basic Pay + S.I. Rs.	*D.A. as on 1.1.96* Rs.	*I.R. I & II* Rs.	*40% of Col. 1* Rs.	*Total (Col. 1-4)* Rs.	*Pay in the new scale* Rs.
(1)	*(2)*	*(3)*	*(4)*	*(5)*	*(6)*
3,700	5,180	470	1,480	10,830 ✓	12,000 (Min)
3,825	5,180	483	1,530	11,018 ✓	12,000 "
3,950	5,180	495	1,580	11,205 ✓	12,000 "
4,075	5,180	508	1,630	11,393 12420	12,375[1]
4,200	5,180	520	1,680	11,580 12420	12,375[1]
4,325	5,180	533	1,730	11,768 12420	12,375[1]
4,450	5,180	545	1,780	11,955 12840	12,750[2]
4,575	5,180	558	1,830	12,143 12840	12,750[3]
4,700	5,217	570	1,880	12,367 12840	12,750[3]
4,825	5,356	583	1,930	12,694 13260	13,125[4]
4,950	5,495	595	1,980	13,020 13260	13,125[5]
5,100	5,661	610	2,040	13,411 13680	13,500[5]
5,250	5,828	625	2,100	13,803 14100	13,875[5]
5,400	5,994	640	2,160	14,194 14520	14,250[5]
5,550	6,161	655	2,220	14,586 14940	14,625[5]
5,700	6,327	670	2,280	14,977 15360	15,000[5]

1. After fixing pay at the minimum of the new scale of pay, *one* increment shall be added for *three* or more increments drawn in the pre-revised scale of pay.
2. After fixing pay at the minimum of the new scale of pay, *two* increments shall be added for *six* or more increments drawn in the pre-revised scale of pay.
3. Fixing pay at the next stage in the new scale of pay is not beneficial. *Two* increments shall be added for *six* or more increments drawn in the pre-revised scale of pay. This is beneficial.
4. Fixing pay at the next stage of the new scale of pay is not beneficial. *Three* increments shall be added for *nine* or more increments drawn in the pre-revised scale of pay. This is beneficial.
5. Pay shall be fixed by raising the total emoluments (Col. 5) to the next stage in the revised scale of pay.

15780
16200
16620
17040
17460
17880
18[illegible]

Model Table 44

Existing Scale : Rs. 4,100-125-4,850-150-5,300

Revised Scale : Rs. 14,300-400-18,300 (S-24)

Basic Pay + S.I. *Rs.*	*D.A. as on 1.1.96* *Rs.*	*I.R. I & II* *Rs.*	*40% of Col. 1* *Rs.*	*Total (Col. 1-4)* *Rs.*	*Pay in the new scale* *Rs.*
(1)	*(2)*	*(3)*	*(4)*	*(5)*	*(6)*
4,100	5,180	510	1,640	11,430	14,300 (Min.)
4,225	5,180	523	1,690	11,618	14,300 "
4,350	5,180	535	1,740	11,805	14,300 "
4,475	5,180	548	1,790	11,993	14,700[1]
4,600	5,180	560	1,840	12,180	14,700[1]
4,725	5,245	573	1,890	12,433	14,700[1]
4,850	5,384	585	1,940	12,759	15,100[2]
5,000	5,550	600	2,000	13,150	15,100[2]
5,150	5,717	615	2,060	13,542	15,100[2]
5,300	5,883	630	2,120	13,933	15,500[3]

1. After fixing pay at the minimum of the new scale of pay, *one* increment shall be added for *three* or more increments drawn in the pre-revised scale of pay.
2. After fixing pay at the minimum of the new scale of pay, *two* increments shall be added for *six* or more increments drawn in the pre-revised scale of pay.
3. After fixing pay at the minimum of the new scale of pay, *three* increments shall be added for *nine* increments drawn in the pre-revised scale of pay.

Model Table 45

Existing Scale : Rs. 4,500-150-5,700 (Director)

Revised Scale : Rs. 14,300-400-18,300 (S-24)

Basic Pay + S.I. *Rs.*	*D.A. as on 1.1.96* *Rs.*	*I.R. I & II* *Rs.*	*40% of Col. 1* *Rs.*	*Total (Col. 1-4)* *Rs.*	*Pay in the new scale* *Rs.*
(1)	*(2)*	*(3)*	*(4)*	*(5)*	*(6)*
4,500	5,180	550	1,800	12,030	14,300 (Min.)
4,650	5,180	565	1,860	12,255	14,300 "
4,800	5,328	580	1,920	12,628	14,300 "
4,950	5,495	595	1,980	13,020	14,700[1]
5,100	5,661	610	2,040	13,411	14,700[1]
5,250	5,828	625	2,100	13,803	14,700[1]
5,400	5,994	640	2,160	14,194	15,100[2]
5,550	6,161	655	2,220	14,586	15,100[3]
5,700	6,327	670	2,280	14,977	15,100[4]

1. After fixing pay at the minimum of the new scale, *one* increment shall be added for *three* or more increments drawn in the pre-revised scale of pay.
2. After fixing pay at the minimum of the new scale, *two* increments shall be added for *six* or more increments drawn in the pre-revised scale of pay.
3. Fixing pay at the next stage in the new pay scale is not beneficial. *Two* increments shall be added in the minimum of the revised scale for *six* increments drawn in the pre-revised scale of pay. This will be beneficial.
4. Pay shall be fixed by raising the total emoluments (Col. 5) to the next stage in the revised scale of pay.

Model Table 46

Existing Scale : Rs. 4,800-150-5,700

Revised Scale : Rs. 15,100-400-18,300 (S-25)

Basic Pay + S.I. Rs.	*D.A. as on 1.1.96 Rs.*	*I.R. I & II Rs.*	*40% of Col. 1 Rs.*	*Total (Col. 1-4) Rs.*	*Pay in the new scale Rs.*
(1)	*(2)*	*(3)*	*(4)*	*(5)*	*(6)*
4,800	5,328	580	1,920	12,628	15,100 (Min.)
4,950	5,495	595	1,980	13,020	15,100 "
5,100	5,661	610	2,040	13,411	15,100 "
5,250	5,828	625	2,100	13,803	15,500[1]
5,400	5,994	640	2,160	14,194	15,500[1]
5,550	6,161	655	2,220	14,586	15,500[1]
5,700	6,327	670	2,280	14,977	15,900[2]

1. After fixing pay at the minimum of the new scale of pay, *one* increment shall be added for *three* or more increments drawn in the pre-revised scale of pay.
2. After fixing pay at the minimum of the new scale of pay, *two* increments shall be added for *six* increments drawn in the pre-revised scale of pay.

Model Table 47

Existing Scales : Rs. 5,100-150-5,700
: Rs. 5,100-150-6,150

Revised Scale : Rs. 16,400-450-20,000 (S-26)

Basic Pay + S.I. Rs.	*D.A. as on 1.1.96 Rs.*	*I.R. I & II Rs.*	*40% of Col. 1 Rs.*	*Total (Col. 1-4) Rs.*	*Pay in the new scale Rs.*
(1)	*(2)*	*(3)*	*(4)*	*(5)*	*(6)*
5,100	5,661	610	2,040	13,411	16,400 (Min.)
5,250	5,828	625	2,100	13,803	16,400 "
5,400	5,994	640	2,160	14,194	16,400 "
5,550	6,161	655	2,220	14,586	16,850[1]
5,700	6,327	670	2,280	14,977	16,850[1]
5,850	6,494	685	2,340	15,369	16,850[1]
6,000	6,660	700	2,400	15,760	17,300[2]
6,150	6,660	715	2,460	15,985	17,300[2]

1. After fixing pay at the minimum of the new scale of pay, *one* increment shall be added for *three* or more increments drawn in the pre-revised scale of pay.
2. After fixing pay at the minimum of the new scale of pay, *two* increments shall be added for *six* or more increments drawn in the pre-revised scale of pay.

Model Table 48

Existing Scale : Rs. 5,100-150-5,700-200-6,300

Revised Scale : Rs. 16,400-450-20,000 (S-26)

Basic Pay + S.I. *Rs.*	*D.A. as on 1.1.96* *Rs.*	*I.R. I & II* *Rs.*	*40% of Col. 1* *Rs.*	*Total (Col. 1-4)* *Rs.*	*Pay in the new scale* *Rs.*
(1)	*(2)*	*(3)*	*(4)*	*(5)*	*(6)*
5,100	5,661	610	2,040	13,411	16,400 (Min.)
5,250	5,828	625	2,100	13,803	16,400 "
5,400	5,994	640	2,160	14,194	16,400 "
5,550	6,161	655	2,220	14,586	16,850[1]
5,700	6,327	670	2,280	14,977	16,850[1]
5,900	6,549	690	2,360	15,499	16,850[1]
6,100	6,660	710	2,440	15,910	17,300[2]
6,300	6,660	730	2,520	16,210	17,300[2]

1. After fixing pay at the minimum of the new scale of pay, *one* increment shall be added for *three* or more increments drawn in the pre-revised scale of pay.
2. After fixing pay at the minimum of the new scale of pay, *two* increments shall be added for *six* or more increments drawn in the pre-revised scale of pay.

Model Table 49

Existing Scale : Rs. 5,100-150-6,300-200-6,700

Revised Scale : Rs. 16,400-450-20,900 (S-27)

Basic Pay + S.I. Rs.	*D.A. as on 1.1.96 Rs.*	*I.R. I & II Rs.*	*40% of Col. 1 Rs.*	*Total (Col. 1-4) Rs.*	*Pay in the new scale Rs.*	
(1)	*(2)*	*(3)*	*(4)*	*(5)*	*(6)*	
5,100	5,661	610	2,040	13,411	16,400	(Min.)
5,250	5,828	625	2,100	13,803	16,400	"
5,400	5,994	640	2,160	14,194	16,400	"
5,550	6,161	655	2,220	14,586	16,850[1]	
5,700	6,327	670	2,280	14,977	16,850[1]	
5,850	6,494	685	2,340	15,369	16,850[1]	
6,000	6,660	700	2,400	15,760	17,300[2]	
6,150	6,660	715	2,460	15,985	17,300[2]	
6,300	6,660	730	2,520	16,210	17,300[2]	
6,500	6,660	750	2,600	16,510	17,750[3]	
6,700	6,660	770	2,680	16,810	17,750[3]	

1. After fixing pay at the minimum of the new scale of pay, *one* increment shall be added for *three* or more increments drawn in the pre-revised scale of pay.
2. After fixing pay at the minimum of the new scale of pay, *two* increments shall be added for *six* or more increments drawn in the pre-revised scale of pay.
3. Stage next above in the revised scale of pay works out to .... Rs. 16,850 (i). As *one* increment is ensured in the revised scale of pay for every *three* increments in the existing scale, the stage of pay in the revised scale works out to .... Rs. 17,750 (ii) As (ii) is higher, pay fixed at Rs. 17,750.

Model Table 50

Existing Scale : Rs. 4,500-150-5,700-200-7,300

Revised Scale : Rs. 14,300-450-22,400 (S-28)

Basic Pay + S.I. Rs.	*D.A as on 1.1.96* Rs.	*I.R. I & II* Rs.	*40% of Col. 1* Rs.	*Total (Col. 1-4)* Rs.	*Pay in the new scale* Rs.
(1)	*(2)*	*(3)*	*(4)*	*(5)*	*(6)*
4,500	5,180	550	1,800	12,030	14,300 (Min.)
4,650	5,180	565	1,860	12,255	14,300 "
4,800	5,328	580	1,920	12,628	14,300 "
4,950	5,495	595	1,980	13,020	14,750[1]
5,100	5,661	610	2,040	13,411	14,750[1]
5,250	5,828	625	2,100	13,803	14,750[1]
5,400	5,994	640	2,160	14,194	15,200[2]
5,550	6,161	655	2,220	14,586	15,200[3]
5,700	6,327	670	2,280	14,977	15,200[4]
5,900	6,549	690	2,360	15,499	15,650[4]
6,100	6,660	710	2,440	15,910	16,100[4]
6,300	6,660	730	2,520	16,210	16,550[4]
6,500	6,660	750	2,600	16,510	16,550[4]
6,700	6,660	770	2,680	16,810	17,000[4]
6,900	6,660	790	2,760	17,110	17,450[4]
7,100	6,816	810	2,840	17,566	17,900[4]
7,300	7,008	830	2,920	18,058	18,350[4]

1. After fixing pay at the minimum of the new scale of pay, *one* increment shall be added for three or more increments drawn in the pre-revised scale of pay.
2. After fixing pay at the minimum of the new scale of pay, *two* increments shall be added for *six* or more increments drawn in the pre-revised scale of pay.
3. Fixing pay at the next stage in the new scale of pay is not beneficial. *Two* increments shall be added for *six* increments drawn in the pre-revised scale of pay which is beneficial.
4. Pay shall be fixed by raising the total emoluments (Col. 5) to the next stage in the revised scale of pay.

Model Table 51

Existing Scales : Rs. 5,900-200-6,700 (Joint Secretary)
: Rs. 5,900-200-7,300

Revised Scale : 18,400-500-22,400 (S-29)

Basic Pay + S.I. *Rs.*	*D.A. as on 1.1.96* *Rs.*	*I.R. I & II* *Rs.*	*40% of Col. 1* *Rs.*	*Total (Col. 1-4)* *Rs.*	*Pay in the new scale* *Rs.*
(1)	*(2)*	*(3)*	*(4)*	*(5)*	*(6)*
5,900	6,549	690	2,360	15,499	18,400 (Min)
6,100	6,660	710	2,440	15,910	18,400 "
6,300	6,660	730	2,520	16,210	18,400 "
6,500	6,660	750	2,600	16,510	18,900[1]
6,700	6,660	770	2,680	16,810	18,900[1]
6,900	6,660	790	2,760	17,110	18,900[1]
7,100	6,816	810	2,840	17,566	19,400[2]
7,300	7,008	830	2,920	18,058	19,400[2]

1. After fixing pay at the minimum of the new scale of pay, *one* increment shall be added for *three* or more increments drawn in the pre-revised scale of pay.
2. After fixing pay at the minimum of the new scale of pay, *two* increments shall be added for *six* or more increments drawn in the pre-revised scale of pay.

Model Table 52

Existing Scale : Rs. 7,300-100-7,600 (Additional Secretary)

Revised Scale : Rs. 22,400-525-24,500 (S-30)

Basic Pay + S.I. *Rs.*	*D.A. as on 1.1.96* *Rs.*	*I.R. I & II* *Rs.*	*40% of Col. 1* *Rs.*	*Total (Col. 1-4)* *Rs.*	*Pay in the New scale* *Rs.*
(1)	*(2)*	*(3)*	*(4)*	*(5)*	*(6)*
7,300	7,008	830	2,920	18,058	22,400 (Min.)
7,400	7,104	840	2,960	18,304	22,400 "
7,500	7,200	850	3,000	18,550	22,400 "
7,600	7,296	860	3,040	18,796	22,925[1]

1. After fixing pay at the minimum of the new scale of pay, *one* increment shall be added for *three* increments drawn in the pre-revised scale of pay.

Model Table 53

Existing Scale : Rs. 7,300-200-7,500-250-8,000

Revised Scale : Rs. 22,400-600-26,000 (S-31)

Basic Pay + S.I. Rs.	*D.A. as on 1.1.96 Rs.*	*I.R. I & II Rs.*	*40% of Col. 1 Rs.*	*Total (Col. 1-4) Rs.*	*Pay in the new scale Rs.*	
(1)	*(2)*	*(3)*	*(4)*	*(5)*	*(6)*	
7,300	7,008	830	2,920	18,058	22,400	(Min.)
7,500	7,200	850	3,000	18,550	22,400	"
7,750	7,440	875	3,100	19,165	22,400	"
8,000	7,680	900	3,200	19,780	23,000[1]	

1. After fixing pay at the minimum of the new scale of pay, *one* increment shall be added for *three* increments drawn in the pre-revised scale of pay.

Model Table 54

Existing Scales : Rs. 7,600 (fixed)
: Rs. 7,600-100-8,000

Revised Scale : 24,050-650-26,000 (S-32)

Basic Pay + S.I. Rs.	*D.A as on 1.1.96 Rs.*	*I.R. I & II Rs.*	*40% of Col.-1 Rs.*	*Total (Col. 1-4) Rs.*	*Pay in the new scale Rs.*	
(1)	*(2)*	*(3)*	*(4)*	*(5)*	*(6)*	
7,600	7,296	860	3,040	18,796	24,050	(Min)
7,700	7,392	870	3,080	19,012	24,050	"
7,800	7,488	880	3,120	19,288	24,050	"
7,900	7,584	890	3,160	19,534	24,700[1]	
8,000	7,680	900	3,200	19,780	24,700[1]	

1 After fixing pay at the minimum of the new scale of pay, *one* increment shall be added for *three* or more increments drawn in the pre-revised scale of pay.

11

NEW RATES OF DEARNESS ALLOW; H.R.A; CITY (COMP.) ALLOW. AND TRANSPORT ALLOWANCE — AT A GLANCE

I. Rates of Dearness Allowance :

Date from which payable	*Rate of Dearness Allowance (p.m.)*
(i) From 1.1.1996	No DA
(ii) From 1.7.1996	4% of Pay
(iii) From 1.1.1997	8% of Pay
(iv) From 1.7.1997	13% of Pay

Note : For further details, please refer G.I. Orders, dated 3.10.1997 reproduced in Part II of this Compilation.

II. Rate of House Rent Allowance : (effective from 1.8.1997.)

S.No.	*Population*	*Classification of City/Town*	*Rates of HRA*
1.	Above 50 lakh	A 1	30% of actual pay
2.	20 to 50 lakh	A	15% of pay
3.	10 to 20 lakh	B 1	15% of pay
4.	5 to 10 lakh	B	
5.	50000 to 1 lakh	C	7.5% of pay
6.	Below 50000	Unclassified	5% of pay

Note : For further details, please refer G.I. Orders dated 3.10.1997 reproduced in Part-II of this Compilation.

III. Rates of Compensatory (City) Allowance : (effective from 1.8.1997)

Pay Range (Basic Pay)	*Amt. of C.C.A. in class of cities (Rs. p.m.)*			
(I)	A-1	A	B-1	B-2
	Rs.	Rs.	Rs.	Rs.
(i) Below Rs. 3,000 p.m.	90	65	45	25
(ii) Rs. 3,000 to Rs. 4,499 p.m.	125	95	65	35
(iii) Rs. 4,500 to Rs. 5,999 p.m.	200	150	100	65
(iv) Rs. 6,000 and above	300	240	180	120

Note : For further details, please refer G.I. Orders dated 31.10.1997 reproduced in Part-II of this Compilation.

IV. **Transport Allowance** (effective from 1st August, 1997.)

Pay Scale of the Employees	*Rate of Transport Allowance per month (in Rupees)*	
	"A-1"/"A" class city	*Other places*
(1) Employees drawing pay in the scale of pay of Rs. 8,000-13,500 or above	800	400
(2) Employees drawing pay in the scale of Rs. 6,500-6,900 or above but below the scale of Rs. 8,000-13,500	400	200
(3) Employees drawing pay below the scale of Rs. 6,500-6,900	100	75

2. The grant of transport allowance shall be regulated according to, and will be subject to, the following conditions :—

(i) the cities referred to as "A" and "A-1" shall be the same as those classified as such for the purpose of Compensatory (City) Allowance (CCA) in terms of the orders issued separately regulating grant of CCA to the Central Government employees,

(ii) the allowance shall not be admissible to those employees who are provided with Government accommodation within a distance of one kilometre or within a campus housing the places of work and residence.

(iii) the allowance shall not be admissible to those employees who have been provided with the facility of Government transport.

Note : For further details, please refer G.I. Orders dated 31.10.1997 reproduced in Part-II of this Compilation.

12

READY RECKONER
FOR
[1][DEARNESS ALLOWANCE AND H.R.A.
(At new rates)

Pay in the Revised Scale	Dearness Allowance			House Rent Allowance (1.8.97)			
	1.7.96	1.1.97	1.7.97	'A-1'	'A', 'B-1' & 'B'	'C'	Unclassified
	4%	8%	13%	30%	15%	7.5%	5%
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
2,550	102	204	332	765	383	191	128
2,605	104	208	339	782	391	195	130
2,610	104	209	339	783	392	196	131
2,650	106	212	345	795	398	199	133
2,660	106	213	346	798	399	200	133
2,670	107	214	347	801	401	200	134
2,715	109	217	353	815	407	204	136
2,720	109	218	354	816	408	204	136
2,730	109	218	355	819	410	205	137
2,750	110	220	358	825	413	206	138
2,780	111	222	361	834	417	209	139
2,790	112	223	363	837	419	209	140
2,800	112	224	364	840	420	210	140
2,820	113	226	367	846	423	212	141
2,840	114	227	369	852	426	213	142
2,845	114	228	370	854	427	213	142
2,850	114	228	371	855	428	214	143
2,890	116	231	376	867	434	217	145
2,900	116	232	377	870	435	218	145
2,910	116	233	378	873	437	218	146
2,960	118	237	385	888	444	222	148
2,970	119	238	386	891	446	223	149
2,975	119	238	387	893	446	223	149
3,000	120	240	390	900	450	225	150

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[1] Fractions of 50 Paise and above rounded off to the next higher rupee and fractions of less than 50 paise ignored.

Pay in the Revised Scale	Dearness Allowance			House Rent Allowance (1.8.97)			
	1.7.96	1.1.97	1.7.97	'A-1'	'A', 'B-1' & 'B'	'C'	Unclassified
	4%	8%	13%	30%	15%	7.5%	5%
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
3,030	121	242	394	909	455	227	152
3,040	122	243	395	912	456	228	152
3,050	122	244	397	915	458	229	153
3,090	124	247	402	927	464	232	155
3,100	124	248	403	930	465	233	155
3,105	124	248	404	932	466	233	155
3,125	125	250	406	938	469	234	156
3,150	126	252	409	945	473	236	158
3,170	127	254	412	951	476	238	159
3,200	128	256	416	960	480	240	160
3,215	129	257	418	965	482	241	161
3,235	129	259	421	971	485	243	162
3,240	130	259	421	972	486	243	162
3,275	131	262	426	983	491	246	164
3,300	132	264	429	990	495	248	165
3,310	132	265	430	993	497	248	166
3,350	134	268	436	1,005	503	251	168
3,370	135	270	438	1,011	506	253	169
3,380	135	270	439	1,014	507	254	169
3,400	136	272	442	1,020	510	255	170
3,425	137	274	445	1,028	514	257	171
3,440	138	275	447	1,032	516	258	172
3,450	138	276	449	1,035	518	259	173
3,455	138	276	449	1,037	518	259	173
3,500	140	280	455	1,050	525	263	175
3,510	140	281	456	1,053	527	263	176
3,520	141	282	458	1,056	528	264	176
3,540	142	283	460	1,062	531	266	177
3,575	143	286	465	1,073	536	268	179
3,580	143	286	465	1,074	537	269	179
3,590	144	287	467	1,077	539	269	180
3,610	144	289	469	1,083	542	271	181
3,625	145	290	471	1,088	544	272	181
3,650	146	292	475	1,095	548	274	183

Pay in the Revised Scale	Dearness Allowance			House Rent Allowance (1.8.97)			
	1.7.96	1.1.97	1.7.97	'A-1'	'A', 'B-1' & 'B'	'C'	Unclassified
	4%	8%	13%	30%	15%	7.5%	5%
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
3,660	146	293	476	1,098	549	275	183
3,710	148	297	482	1,113	557	278	186
3,725	149	298	484	1,118	559	279	186
3,730	149	298	485	1,119	560	280	187
3,750	150	300	488	1,125	563	281	188
3,800	152	304	494	1,140	570	285	190
3,875	155	310	504	1,163	581	291	194
3,880	155	310	504	1,164	582	291	194
3,950	158	316	514	1,185	593	296	198
3,965	159	317	515	1,190	595	297	198
4,000	160	320	520	1,200	600	300	200
4,030	161	322	524	1,209	605	302	202
4,050	162	324	527	1,215	608	304	203
4,100	164	328	533	1,230	615	308	205
4,110	164	329	534	1,233	617	308	206
4,135	165	331	538	1,241	620	310	207
4,190	168	335	545	1,257	629	314	210
4,200	168	336	546	1,260	630	315	210
4,220	169	338	549	1,266	633	317	211
4,240	170	339	551	1,272	636	318	212
4,270	171	342	555	1,281	641	320	214
4,300	172	344	559	1,290	645	323	215
4,305	172	344	560	1,292	646	323	215
4,310	172	345	560	1,293	647	323	216
4,350	174	348	566	1,305	653	326	218
4,390	176	351	571	1,317	659	329	220
4,400	176	352	572	1,320	660	330	220
4,430	177	354	576	1,329	665	332	222
4,475	179	358	582	1,343	671	336	224
4,500	180	360	585	1,350	675	338	225
4,510	180	361	586	1,353	677	338	226
4,560	182	365	593	1,368	684	342	228
4,590	184	367	597	1,377	689	344	230
4,600	184	368	598	1,380	690	345	230

Pay in the Revised Scale	Dearness Allowance			House Rent Allowance (1.8.97)			
	1.7.96	1.1.97	1.7.97	'A-1'	'A', 'B-1' & 'B'	'C'	Unclassified
	4%	8%	13%	30%	15%	7.5%	5%
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
4,625	185	370	601	1,388	694	347	231
4,645	186	372	604	1,394	697	348	232
4,700	188	376	611	1,410	705	353	235
4,730	189	378	615	1,419	710	355	237
4,750	190	380	618	1,425	713	356	238
4,800	192	384	624	1,440	720	360	240
4,815	193	385	626	1,445	722	361	241
4,875	195	390	634	1,463	731	366	244
4,900	196	392	637	1,470	735	368	245
5,000	200	400	650	1,500	750	375	250
5,100	204	408	663	1,530	765	383	255
5,125	205	410	666	1,538	769	384	256
5,150	206	412	670	1,545	773	386	258
5,200	208	416	676	1,560	780	390	260
5,250	210	420	683	1,575	788	394	263
5,300	212	424	689	1,590	795	398	265
5,375	215	430	699	1,613	806	403	264
5,400	216	432	702	1,620	810	405	270
5,450	218	436	709	1,635	818	409	273
5,500	220	440	715	1,650	825	413	275
5,600	224	448	728	1,680	840	420	280
5,625	225	450	731	1,688	844	422	281
5,675	227	454	738	1,703	851	426	284
5,700	228	156	741	1,710	855	428	285
5,750	230	460	748	1,725	863	431	288
5,800	232	464	754	1,740	870	435	290
5,850	234	468	761	1,755	878	439	293
5,875	235	470	764	1,763	881	441	294
5,900	236	472	767	1,770	885	443	295
6,000	240	480	780	1,800	900	450	300
6,025	241	482	784	1,808	904	452	301
6,050	242	484	787	1,815	908	454	303
6,125	245	490	796	1,838	919	459	306
6,200	248	496	806	1,860	930	465	310

Pay in the Revised Scale	Dearness Allowance			House Rent Allowance (1.8.97)			
	1.7.96	1.1.97	1.7.97	'A-1'	'A', 'B-1' & 'B'	'C'	Unclassified
	4%	8%	13%	30%	15%	7.5%	5%
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
6,250	250	500	813	1,875	938	469	313
6,350	254	508	826	1,905	953	476	318
6,375	255	510	829	1,913	956	478	319
6,500	260	520	845	1,950	975	488	325
6,550	262	524	852	1,965	983	491	328
6,625	265	530	861	1,988	994	497	331
6,650	266	532	865	1,995	998	499	333
6,700	268	536	871	2,010	1,005	503	335
6,725	269	538	874	2,018	1,009	504	336
6,750	270	540	878	2,025	1,013	506	338
6,800	272	544	884	2,040	1,020	510	340
6,875	275	550	894	2,063	1,031	516	344
6,900	276	552	897	2,070	1,035	518	345
6,950	278	556	904	2,085	1,043	521	348
7,000	280	560	910	2,100	1,050	525	350
7,075	283	566	920	2,123	1,061	531	354
7,100	284	568	923	2,130	1,065	533	355
7,225	289	578	939	2,168	1,084	542	361
7,250	290	580	943	2,175	1,088	544	363
7,300	292	584	949	2,190	1,095	548	365
7,400	296	592	962	2,220	1,110	555	370
7,425	297	594	965	2,228	1,114	557	371
7,450	298	596	969	2,235	1,118	559	373
7,500	300	600	975	2,250	1,125	563	375
7,550	302	604	982	2,265	1,133	566	378
7,600	304	608	988	2,280	1,140	570	380
7,675	307	614	998	2,303	1,151	576	384
7,700	308	616	1,001	2,310	1,155	578	385
7,775	311	622	1,011	2,333	1,166	583	389
7,850	314	628	1,021	2,355	1,178	589	393
7,900	316	632	1,027	2,370	1,185	593	395
7,950	318	636	1,034	2,385	1,193	591	398
8,000	320	640	1,040	2,400	1,200	600	400
8,100	324	648	1,053	2,430	1,215	608	405

Pay in the Revised Scale	Dearness Allowance			House Rent Allowance (1.8.97)			
	1.7.96	1.1.97	1.7.97	'A-1'	'A', 'B-1' & 'B'	'C'	Unclassified
	4%	8%	13%	30%	15%	7.5%	5%
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
8,125	325	650	1,056	2,438	1,219	609	406
8,275	331	662	1,076	2,483	1,241	621	414
8,300	332	664	1,079	2,490	1,245	623	415
8,350	334	668	1,086	2,505	1,253	626	418
8,500	340	680	1,105	2,550	1,275	638	425
8,550	342	684	1,112	2,565	1,283	641	428
8,575	343	686	1,115	2,573	1,286	643	429
8,650	346	692	1,125	2,595	1,298	649	433
8,700	348	696	1,131	2,610	1,305	653	435
8,800	352	704	1,144	2,640	1,320	660	440
8,825	353	706	1,147	2,648	1,324	662	441
8,900	356	712	1,157	2,670	1,335	668	445
9,000	360	720	1,170	2,700	1,350	675	450
9,025	361	722	1,173	2,708	1,354	677	451
9,100	364	728	1,183	2,730	1,365	683	455
9,300	372	744	1,209	2,790	1,395	698	465
9,375	375	750	1,219	2,813	1,406	703	469
9,475	379	758	1,231	2,843	1,421	711	474
9,500	380	760	1,235	2,850	1,425	713	475
9,650	386	772	1,255	2,895	1,448	724	483
9,700	388	776	1,261	2,910	1,455	728	485
9,900	396	792	1,287	2,970	1,485	743	495
9,925	397	794	1,290	2,978	1,489	744	486
10,000	400	800	1,300	3,000	1,500	750	500
10,100	404	808	1,313	3,030	1,515	758	505
10,150	406	812	1,320	3,045	1,523	761	508
10,200	408	816	1,326	3,060	1,530	765	510
10,300	412	824	1,339	3,090	1,545	773	515
10,325	413	826	1,342	3,098	1,549	774	516
10,375	415	880	1,349	3,113	1,556	778	519
10,475	419	338	1,362	3,143	1,571	786	524
10,500	420	840	1,365	3,150	1,575	788	525
10,600	424	848	1,378	3,180	1,590	795	530
10,650	426	852	1,385	3,195	1,598	799	533

Pay in the Revised Scale	Dearness Allowance			House Rent Allowance (1.8.97)			
	1.7.96	1.1.97	1.7.97	'A-1'	'A', 'B-1' & 'B'	'C'	Unclassified
	4%	8%	13%	30%	15%	7.5%	5%
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
10,750	430	860	1,398	3,225	1,613	806	538
10,825	433	866	1,407	3,248	1,624	812	541
10,975	439	878	1,427	3,293	1,646	823	549
11,025	441	882	1,433	3,308	1,654	827	551
11,050	442	884	1,437	3,315	1,658	829	553
11,300	452	904	1,469	3,390	1,695	848	565
11,625	465	930	1,511	3,488	1,744	872	581
11,950	478	956	1,554	3,585	1,793	896	598
12,000	480	960	1,560	3,600	1,800	900	600
12,275	491	982	1,596	3,683	1,841	921	614
12,375	495	990	1,609	3,713	1,856	928	619
12,600	504	1,008	1,638	3,780	1,890	945	630
12,750	510	1,020	1,658	3,825	1,913	956	638
12,925	517	1,034	1,680	3,878	1,939	969	646
13,125	525	1,050	1,706	3,938	1,969	984	656
13,250	530	1,060	1,723	3,975	1,988	994	663
13,500	540	1,080	1,755	4,050	2,025	1,013	675
13,875	555	1,110	1,804	4,163	2,081	1,041	694
14,250	570	1,140	1,853	4,275	2,138	1,069	713
14,300	572	1,144	1,859	4,290	2,145	1,073	715
14,625	585	1,170	1,901	4,388	2,194	1,097	731
14,700	588	1,176	1,911	4,410	2,205	1,103	735
14,750	590	1,180	1,918	4,425	2,213	1,106	738
15,000	600	1,200	1,950	4,500	2,250	1,125	750
15,100	604	1,208	1,963	4,530	2,265	1,133	755
15,200	608	1,216	1,976	4,560	2,280	1,140	760
15,500	620	1,240	2,015	4,650	2,325	1,163	775
15,650	626	1,252	2,035	4,695	2,348	1,174	783
15,900	636	1,272	2,067	4,770	2,385	1,193	795
16,100	644	1,288	2,093	4,830	2,415	1,208	805
16,400	656	1,312	2,132	4,920	2,460	1,230	820
16,550	662	1,324	2,152	4,965	2,483	1,241	828
16,850	674	1,348	2,191	5,055	2,528	1,264	843
17,000	680	1,360	2,210	5,100	2,550	1,275	850

Pay in the Revised Scale	Dearness Allowance			House Rent Allowance (1.8.97)			
	1.7.96	1.1.97	1.7.97	'A-1'	'A', 'B-1' & 'B'	'C'	Unclassified
	4%	8%	13%	30%	15%	7.5%	5%
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
17,300	692	1,384	2,249	5,190	2,595	1,298	865
17,450	698	1,396	2,269	5,235	2,618	1,309	873
17,750	710	1,420	2,307	5,325	2,663	1,331	888
17,900	716	1,432	2,327	5,370	2,685	1,343	895
18,350	734	1,468	2,386	5,505	2,753	1,376	918
18,400	736	1,472	2,392	5,520	2,760	1,380	920
18,900	756	1,512	2,457	5,670	2,835	1,418	945
19,400	776	1,552	2,522	5,820	2,910	1,455	970
22,400	896	1,792	2,912	6,720	3,360	1,680	1,120
22,925	917	1,834	2,980	6,878	3,439	1,719	1,146
23,000	920	1,840	2,990	6,900	3,450	1,725	1,150
24,050	962	1,924	3,127	7,215	3,608	1,804	1,203
24,700	988	1,976	3,211	7,410	3,705	1,853	1,235
26,000	1,040	2,080	3,380	7,800	3,900	1,950	1,300
30,000	1,200	2,400	3,900	9,000	4,500	2,250	1,500

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PART II

G.I. Resolution/Notification/Orders etc.

(Based on Fifth Pay Commission's Recommendations)

1

G.I.M.F. (Deptt. of Expr.) Resolution No. 50(1)/IC/97 dated 30.9.1997

Subject : **Fifth Pay Commission Report— Government's Decisions thereon.**

The Fifth Central Pay Commission was set up by the Government of India by Resolution No. 5(12)/E.III/93 dated 9th April, 1994 as amended by Resolution No. 5(12)/E.III/93 dated 12th Jan., 1995, No. 5(12)/E.III/93 dated 17th July, 1996, No. 5(12)/E.III/93 dated 24th October, 1996 and No. 5(12)/E.III/93 dated 19th November, 1996. The Commission submitted on the 30th January, 1997, its Report relating to structure of emoluments, allowances, conditions of service and retirement benefits of Central Government employees including Union Territories, members of All India Services and personnel belonging to the Armed Forces. The Commission also submitted its Supplementary Report No. 1 on Improving the Motivation Level and Supplementary Report No. 2 on Cabinet Secretariat on 28th February, 1997. The Government have given careful consideration to the recommendations of the Commission in respect of civilian employees of the Central Government in Groups 'A', 'B', 'C' & 'D', as also those in the All India Services and have decided that the recommendations of the Commission in respect of these categories of Central Government employees and All India Services shall be accepted broadly subject to the modifications mentioned below :—

(i) The following six scales of pay (S-1, S-2, S-3, S-4, S-5 and S-13 grades), recommended by the Commission will be improved and the revised pay scales for these grades will be as below :

Recommended by the Commission	*As modified by the Government*
Grade S-1 : Rs. 2,440-40-3,200	Rs. 2,550-55-2,660-60-3,200
Grade S-2 : Rs. 2,550-45-3,540	Rs. 2,610-60-3,150-65-3,540
Grade S-3 : Rs. 2,650-50-4,000	Rs. 2,650-65-3,300-70-4,000
Grade S-4 : Rs. 2,750-55-4,400	Rs. 2,750-70-3,800-75-4,400
Grade S-5 : Rs. 3,050-70-4,590	Rs. 3,050-75-3,950-80-4,590
Grade S-13 : Rs. 7,000-225-11,500	Rs. 7,450-225-11,500

(ii) With regard to fixation of pay in the revised scales, the percentage of pre-revised basic pay to be added as fitment shall be 40% as

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Published in the Gazette of India Extraordinary Part I— Section 1 No. 191 dated 30.9.1997 against 20% recommended by the Fifth Central Pay Commission. The other recommendation of the Commission in this regard including the recommendation of one increment as a result of "bunching" (for the fifth stage) has been accepted; however, the fixation shall be made in the manner that every employee will get atleast one increment in the revised scale of pay for every three increments in the pre-revised scale of pay.

2. The recommendations of the Commission in regard to pay scales of Motormen/Engine Drivers, Diesel Assistants in the Ministry of Railways, Engineering Assistants in the Ministry of Information and Broadcasting, Senior Auditors and Accountants in various Accounting Organisations, Junior Telecom Officers of Ministry of Communication and the upgradation of the entry level posts in DANICS/DANIPS have been referred to a Committee of Secretaries for examination through Fast Track mechanism. The matter is under consideration of the Committee and separate Orders will be issued in respect of these categories, pending which normal replacement scales will apply.

3. The recommendations of the Commission for revised pay scale S-14, shall not be operative for CSS and also for other Services where the Cadre Controlling Authority does not deem it necessary.

4. The Commission's recommendations and Government decision thereon with regard to revised scales of pay and dearness allowance for civilian employees of the Central Government and personnel of All India Services as detailed in the part A of the Annexure shall be made effective from 1.1.1996.

5. The revised allowances, other than dearness allowance, will be effective from 1st day of August, 1997.

6. The Commission's recommendation regarding payment of arrears has been modified to the extent that the arrears would be paid in cash with the stipulation that where the amount of arrears is less than Rs. 5,000, it should be paid in one instalment and where it is in excess of Rs. 5,000, it should be paid in two instalments; in the first instalment payment should be restricted to Rs. 5,000 plus fifty percent of the balance amount of arrears.

7. In respect of personnel of Central Police Organisations, in the rank from Constable to Subedar Major, Ministry of Home Affairs will carry out an exercise for rationalisation of ranks so as to achieve parity with Delhi Police, pending which the scales recommended by the Fifth CPC will be applied.

8. Department specific recommendations which are not included in this Resolution shall be processed by the concerned Department/Ministry and approvals of the Government obtained in consultation with the Ministry of Finance and/or Department of Personnel and Training.

9. The decisions of the Government on the recommendations of the Commission relating to other matters in respect of Civilian employees of the Central Government belonging to Groups 'A', 'B', 'C' and 'D' are indicated in Column 3 of part B of the statement annexed to this Resolution. In regard to the All India Services, appropriate action will be taken by the Cadre Controlling Authorities of these Services to give effect to the decisions on these matters as may be applicable to them.

10. The other recommendations of general nature made by the Commission which are not included in the Annexure are being examined by the Government and decisions thereon will be notified separately.

11. The Government of India wish to place on record their appreciation of the work done by the Commission.

ANNEXURE

PART-A — (Pay and DA)

Statement showing the recommendations of the Fifth Central Pay Commission on Pay and Dearness Allowance relating to Civilian employees in Group 'A', 'B', 'C' and 'D' and personnel of All India Services and Government's decisions thereon, (References to Chapters and paragraphs in the Statement are to the Pay Commission's Report).

S. No.	*Recommendations of the Fifth Pay Commission*	*Decision of the Government*
1.	2.	3.
1.	**Pay Scales**	
I.	**Revised Scales of Pay**	
	(i) The Commission has recommended the following revised scales for Civilian Central Government Employees	**Accepted,** subject to following modifications.

Sl. No.	*Existing Scales of Pay*	*Grades*	*Revised Scales of Pay*	*(i) Scales at S-1 to S-5 and S-13 shall be modified as under:*
1.	Rs. 750-12-870-14-940	S-1	**Rs. 2,440-40-3,200**	S-1 : Rs. 2,550-55-2,660-60-3,200
2.	Rs. 775-12-871-14-1,025	S-2	**Rs. 2,550-45-3,540**	S-2: Rs. 2,610-60-3,150-65-3,540
3.	Rs. 800-15-1,010-20-1,150	S-3	**Rs. 2,650-50-4,000**	S-3: Rs. 2,650-65-3,300-70-4,000
4.	Rs. 825-15-900-20-1,200	S-4	**Rs. 2,750-55-4,400**	S-4: Rs. 2,750-70-3,800-75-4,400
5.	Rs. 950-20-1,150-25-1,400 Rs. 950-20-1,150-25-1,500 Rs. 1,150-25-1,500	S-5	**Rs. 3,050-70-4,590**	S-5: Rs. 3,050-75-3,950-80-4,590.
6.	Rs. 975-25-1,150-30-1,540 Rs. 975-25-1,150-30-1,660	S-6	**Rs. 3,200-85-4,900**	S-13: Rs. 7,450-225-11,500
7.	Rs. 1,200-30-1,440-30-1,800 Rs. 1,200-30-1,560-40-2,040 Rs. 1,320-30-1,560-40-2,040	S-7	**Rs. 4,000-100-6,000**	
8.	Rs. 1,350-30-1,440-40-1,800-50-2,200 Rs. 1,400-40-1,800-50-2,300	S-8	**4,500-125-7,000**	

Sl. No.	*Existing Scales of Pay*	*Grades*	*Revised Scales of Pay*
9.	Rs. 1,400-40-1,600-50-2,300-60-2,600 Rs. 1,600-50-2,300-60-2,660	S-9	**Rs. 5,000-150-8,000**
10.	Rs. 1,640-60-2,600-75-2,900	S-10	**Rs. 5,500-175-9,000**
11.	Rs. 2,000-60-2,120	S-11	**Rs. 6,500-200-6,900**
12.	Rs. 2,000-60-2,300-75-3,200 Rs. 2,000-60-2,300-75-3,200-3,500	S-12	**Rs. 6,500-200-10,500**
13.	Rs. 2,375-75-3,200-100-3,500 Rs. 2,375-75-3,200-100-3,500-125-3,750	S-13	**Rs. 7,000-225-11,500**
14.	Rs. 2,500-4,000 (proposed new pre-revised scale)	S-14	**Rs. 7,500-250-12,000**
15.	Rs. 2,200-75-2,800-100-4,000 Rs. 2,300-100-2,800	S-15	**Rs. 8,000-275-13,500**
16.	Rs. 2,630/- FIXED	S-16	**Rs. 9,000/- fixed**
17.	Rs. 2,630-75-2,780	S-17	**Rs. 9,000-275-9,550**
18.	Rs. 3,150-100-3,350	S-18	**Rs. 10,325-325-10,975**
19.	Rs. 3,000-125-3,625 Rs. 3,000-100-3,500-125-4,500 Rs. 3,000-100-3,500-125-5,000	S-19	**Rs. 10,000-325-15,200**
20.	Rs. 3200-100-3700-125-4700	S-20	**Rs. 10,650-325-15,850**
21.	Rs. 3700-150-4450 Rs. 3700-125-4700-150-5000	S-21	**Rs. 12,000-375-16,500**
22.	Rs. 3950-125-4700-150-5,000	S-22	**Rs. 12,750-375-16,500**
23.	Rs. 3,700-125-4,950-150-5,700	S-23	**Rs. 12,000-375-18,000**
24.	Rs. 4,100-125-4,850-150-5,300 Rs. 4,500-150-5,700	S-24	**Rs. 14,300-400-18,300**
25.	Rs. 4,800-150-5,700	S-25	**Rs. 15,100-400-18,300**
26.	Rs. 5,100-150-5,700 Rs. 5,100-150-6,150 Rs. 5,100-150-5,700-200-6,300	S-26	**Rs. 16,400-450-20,000**
27.	Rs. 5,100-150-6,300-200-6,700	S-27	**Rs. 16,400-450-20,900**
28.	Rs. 4,500-150-5,700-200-7,300	S-28	**Rs. 14,300-450-22,400**
29.	Rs. 5,900-200-6,700 Rs. 5,900-200-7,300	S-29	**Rs. 18,400-500-22,400**
30.	Rs. 7,300-100-7,600	S-30	**Rs. 22,400-525-24,500**
31.	Rs. 7,300-200-7,500-250-8,000	S-31	**Rs. 22,400-600-26,000**
32.	Rs. 7,600/- Fixed Rs. 7,600-100-8,000	S-32	**Rs. 24,050-650-26,000**
33.	Rs. 8,000/- FIXED	S-33	**Rs. 26,000/- FIXED**
34.	Rs. 9,000/- FIXED	S-34	**Rs. 30,000/- FIXED**

(Chapter 43, Annexe 43.1)

(II) Pay Scales of **All India Services Recommendations of the Pay Commission**	**Accepted.** Relevant Orders shall be issued by the respective cadre controlling authorities. However, upgradation of individual posts will be considered separately.
(III) Pay Scales of **Central Group 'A' Services Pay scales recommended by the Pay Commission.**	**Accepted.** Relevant Orders shall be issued by the respective cadre controlling authorities. However, upgradation of individual posts will be considered separately.
(IV) In the event of any Central Government **post being left out without allotment of revised pay scales** in the Report, it should be given the commensurate revised scale of pay as applicable for posts with similar entry qualifications, duties and responsibilities, duly retaining the horizontal and vertical relativities in the organisation. (*Chapter 168, Para 168.3*)	**Accepted**
(V) **Revised pay scales should be given effect from 1.1.1996, at the 12-monthly AICPI average of 1510 (1960=100).** (*Chapter 170, Para 170.3*)	**Accepted**
(VI) The pay of employees **may be fixed in the proposed scales of pay** in the manner laid down in Para 169.2 of the Report. (*Chapter 169*)	**Accepted** with the modification that the percentage of pre-revised basic pay to be added as fitment shall be 40% as against 20% and the fixation shall be made in the manner that every employee will get atleast one increment in the revised scale of pay for every three increments in the pre-revised scale of pay. Central Civil Services (Revised Pay),

		Rules, 1997 are being issued separately.
2.	*COMPENSATION FOR PRICE RISE (Dearness Allowance)*	
(i)	The inflation neutralisation may be made uniform **@ 100% at all levels.** (*Chapter 105, para 105.9)*	**Accepted**
(ii)	The All India **Consumer Price Index for Industrial** Workers [AICPI (IW)] may continue to be the index that may be used for calculating Dearness Allowance for Government Employees. The **AICPI (IW) Series with base 1982 may be** used henceforth for the purpose of calculating Dearness Allowance as against the existing practice of using **AICPI (IW) Series with 1960 as the base.** (*Chapter 105, Para 105.9)*	**Accepted**
(iii)	The existing practice of using **12 monthly average of AICPI** for calculating Dearness Allowance may continue. (*Chapter 105, Para 105.10)*	**Accepted**
(iv)	Dearness Allowance (including Dearness Pay) should be paid **net of taxes.** *(Chapter 105, Para 105.12)*	**Not accepted**
(v)	Dearness Allowance should be **given effect from 1.1.96,** at the 12-monthly AICPI average of 1510 (1960 = 100). *(Chapter 170, Para 170.3)*	**Accepted** **Note :** The instalment of Dearness Allowance sanctioned from 1.7.96 onwards will be adjusted against the DA payable under revised Formula/arrears on account of revision of pay scales.
3.	*NON-PRACTISING ALLOWANCE (NPA)*	
	The slab system of granting non-practising allowance to Doctors may be dispensed with and NPA be granted at a uniform rate of 25% of the basic pay subject to the condition that the pay plus NPA does not exceed Rs. 29,500. (*Chapter 52 para 16*)	**Accepted**

PART-B — Allowances

Statement showing the recommendations of the Fifth Central Pay Commission on other Allowances relating to Civilian employees in Group 'A', 'B', 'C', and 'D' and Government's decisions thereon. (References to Chapters and paragraphs in the Statement are to the Pay Commission's Report).

Sl. No.	*Recommendations of the Fifth Pay Commission*	*Decision of the Government*
(1)	*(2)*	*(3)*

1. *CITY COMPENSATORY ALLOWANCE*

(i) CCA may be paid to Government employees in the various pay ranges at the fixed rates mentioned below:

Accepted

Basic pay (Rs.) (Pre-revised)	A-1	A	B-1	B-2
	Rs.	Rs.	Rs.	Rs.
Rs. 750-1,000	90	65	45	25
Rs. 1,001-1,500	125	95	65	35
Rs. 1,501-2,000	200	150	100	65
Rs. 2,001 and above	300	240	180	120

(Chapter 106, Para 106.10)

2. *HOUSE RENT ALLOWANCE*

(i) The following classification of cities and towns based on population criterion is recommended :

Accepted

Population	*Classification*
50 lakhs and above	A-1
20-50 lakhs	A
10-20 lakhs	B-1
05-10 lakhs	B-2
50,000 to 5 lakhs	C
Below 50,000	Unclassified

(Chapter 112, paragraph 112.40)

(ii) **The existing concept of special orders with regard to classification of certain cities and towns due to their peculiar features in addition to population criterion should also continue.**

Accepted

(Chapter 112, paragraph 112.41)

(iii) The following **rates of House Rent Allowance** have been recommended :

Revised Proposed Classification of Cities and Towns on Population Criterion	*Classification*	*Proposed Rates of HRA*
50 lakhs and above	A-1	**30%** of the maximum of the pay scale
20-50 lakhs]	A]	**15%** of the maximum of the pay scale
10-20 lakhs]	B-1]	
05-10 lakhs]	B-2]	
50,000 to 5 lakhs	C	**7.5%** of the maximum of the pay scale
Below 50,000	Unclassified	**5%** of the maximum of the pay scale

(Chapter 112, paragraph 112.48)

Accepted, subject to the modification that the quantum of allowance will be **linked to the actual pay drawn** instead of the maximum of the scale.

(iv) All those employees who **reside in contiguous agglomerations** around cities/towns where Government Offices are located may be granted House Rent Allowance at the **rates of cities and towns where their work place is located.**
(Chapter 112, paragraph 112.49)

Accepted

(v) For personnel in **Central Police Organisations** where a specified authorised strength is entitled to either rent free accommodation or Compensation in Lieu of Quarters (CILQ), the authorised strength who have not been provided with married accommodation be granted CILQ irrespective of whether the family is residing at duty station or not. The rates of CILQ be revised according to revised rates of HRA and licence fee. *(Chapter 112, paragraph 112.68)*

Accepted

3. *TRANSPORT ALLOWANCE*

The executives, Supervisors and Supporting Staff and Auxiliary Staff may be given Transport Allowance at the monthly rates of Rs. 800, Rs. 400 and Rs. 100 respectively in places classified as **A-1 and A cities. In all other places** Transport Allowance at the rate of Rs. 400 for Executives, Rs. 200 for Supervisors

Accepted with the modification that those employees who are provided **with Government accommodation**

and Rs. 75 for Supporting and Auxiliary Staff may be granted. *(Chapter 107, Paragraph 107.13)*	within a distance of one Km. from the place of duty or within a campus housing the **places of work and residence and those** employees who are provided with the facility of **Government transport** shall not be paid the allowance. Pending finalisation of the proposed classification of employees by the Government the **quantum of allowance shall be granted as per the analogous pay scales for these classes of employees.**

4. *TELEPHONE ATTENDANT ALLOWANCE*

All Executives, of and above the rank of Deputy Secretary and equivalent may be provided with a Residential Telephone Attendant. The tenure of the Attendant would be co-terminus with that of the officer. The attendant will not have the status of a Government employee and will be recruited directly by the entitled officer, with only the salary of such Attendants at a fixed rate of Rs. 1,500/- per month being borne by the Government. (*Chapter 106, Para 106.33*).	**Not accepted.**

5. *RATION MONEY ALLOWANCE TO PERSONNEL OF CENTRAL POLICE ORGANISATIONS*

Status quo in respect of this allowance should be maintained. This allowance should be given to non-gazetted personnel of CISF and RPF also and the present ration subsidy and Food Packet Allowance should stand merged in Ration Money Allowance. For gazetted ranks, this allowance may be made applicable to the gazetted officers of the BSF only upto the rank of Battalion Commander where they are Actually deployed on the Border (including the Line of Actual Control). (*Chapter 70, Para 70.29*)	**Accepted** with the modification that the **Ministry of Home Affairs may review** the scale of rations to entitled personnel working in difficult areas/hazardous conditions alongside army personnel.

2

G.I.M.F. Deptt. of Expenditure, [1][NOTIFICATION, F. No. 50(1)/IC/97 dated 30.9.1997

Subject : **Central Civil Services (Revised Pay) Rules, 1997 — Introduced.**

G.S.R 569(E)— In exercise of the powers conferred by the proviso to Article 309, and clause (5) of Article 148 of the Constitution and after consultation with the Comptroller and Auditor-General in relation to persons serving in the Indian Audit and Accounts Department, the President hereby makes the following rules, namely :—

1. Short title and commencement —

(1) These rules may be called the **Central Civil Services (Revised Pay) Rules, 1997.**

(2) They shall be deemed to have **come into force on the 1st day of January, 1996.**

2. Categories of Government servants to whom the rules apply—

(1) Save as otherwise provided by or under these rules, these rules shall apply **to persons appointed** to civil services and posts in connection with the affairs of the Union whose pay is debitable to the Civil Estimates as also to persons serving in the Indian Audit and Accounts Department.

(2) These rules shall *not* apply to :—

(a) persons appointed to the Central Civil Services and posts in Groups 'A', 'B', 'C' and 'D' under the administrative control of the Administrator of the Union territory of Chandigarh;

(b) persons locally recruited for service in Diplomatic, Consular or other Indian establishments in foreign countries;

(c) persons not in whole-time employment;

(d) persons paid out of contingencies;

Published in the Gazette of India Extraordinary Part II— Section 3, Sub-section (i) No. 385 dated 30.9.1997.

[1] This notification *includes* changes made in the pay package following the recent agreement between the group of Ministers and the employees union represented on the Joint Consultative Machinery (J.C.M.).

(e) persons paid otherwise than on a monthly basis including those paid only on a piece-rate basis;

(f) persons employed on contract except where the contract provides otherwise;

(g) persons re-employed in Government service after retirement;

(h) any other class of category of persons whom the President may, by order, specifically exclude from the operation of all or any of the provisions contained in these rules.

3. Definitions— In these rules, unless the context otherwise requires—

(1) **"basic pay"** *means* pay drawn in the **prescribed** scale of pay, including stagnation increment (s), but does *not* include any other type of pay like 'special pay', 'personal pay', etc.

(2) **"existing scale"** in relation to a Government servant *means* the present scale applicable to the post held by the Government servant (or, as the case may be, personal scale applicable to him) as on the 1st day of January, 1996 whether in a substantive or officiating capacity.

Explanation : In the case of a Government servant, who was on the 1st day of January, 1996 **on deputation out of India or on leave or on Foreign service,** or who would have on that date officiated in one or more lower posts but for his officiating in a higher post, **"existing scale" includes the scale applicable to the post which he would have held** but for his being on deputation out of India or on leave or on foreign service or, as the case may be, but for his officiating in a higher post;

(3) **"Present Scale"** in relation to any post/grade specified in column 2 of the first schedule *means* the scale of pay specified against that post in column 3 thereof,

(4) **"revised emoluments"** *means* the basic pay of a Government servant in the revised scale and includes the revised non-practising allowance, if any, admissible to him, in addition to pay in the revised scale.

(5) **"revised scale"** in relation to any post specified in column 2 of the First Schedule means the scale of pay specified against that post in column 4 thereof unless a different revised scale is notified separately for that post;

(6) **"Schedule"** *means* a schedule annexed to these rules.

4. Scale of pay of posts— The scale of pay of every post/grade specified in column 2 of the First Schedule shall be as specified against it in column 4 thereof.

5. Drawal of pay in the revised scales— Save as otherwise provided in these rules, a Government servant shall draw pay in the revised scale applicable to the post to which he is appointed :

Provided that a Government servant may elect to continue to draw pay in the existing scale until the date on which he earns his next or any subsequent increment in the existing scale or until he vacates his post or ceases to draw pay in that scale.

Explanation 1.— The option to retain the existing scale under the proviso to this rule shall be admissible only in respect of one existing scale.

Explanation 2.— The aforesaid option shall not be admissible to any person appointed to a post on or after the 1st day of January, 1996, whether for the first time in Government service, or by transfer or promotion from another post and he shall be allowed pay only in the revised scale.

Explanation 3.— Where a Government servant exercises the option under the proviso to this rule to retain the existing scale in respect of a post held by him in an officiating capacity on a regular basis for the purpose of regulation of pay in that scale under Fundamental Rule 22, or any other rule or order applicable to that post, his substantive pay shall be the substantive pay which he would have drawn had he retained the existing scale in respect of the permanent post on which he holds a lien or would have held a lien had his lien not been suspended or the pay of the officiating post which has acquired the character of substantive pay in accordance with any order for the time being in force, whichever is higher.

6. Exercise of Option—

(1) The option under the proviso to Rule 5 shall be exercised in writing in the form appended to the Second Schedule so as to reach the authority mentioned in sub-rule. (2) within three months of the date of publication of these rules or where an existing scale has been revised by any order made subsequent to that date, within three months of the date of such order.

Provided that —

(i) in the case of a Government servant who is, on the date of such publication or, as the case may be, date of such order, out of India on leave or deputation or foreign service or active service, the said option shall be exercised in writing so as to reach the said authority within three months of the date of his taking charge of his post in India; and

(ii) where a Government servant is under suspension on the 1st day of January, 1996, the option may be exercised within three months of the date of his return to his duty if that date is later than the date prescribed in this sub-rule.

(2) The option shall be intimated by the Government servant to the Head of his Office.

(3) If the intimation regarding option is not received within the time mentioned in sub-rule (1), the Government servant shall be deemed to have elected to be governed by the revised scale of pay with effect on and from the 1st day of January, 1996.

(4) The option once exercised shall be final.

Note 1.— Persons whose services were terminated on or after the 1st January, 1996 and who could not exercise the option within the prescribed time limit, on account of death, discharge on the expiry of the sanctioned posts, resignation, dismissal or discharge on disciplinary grounds, are entitled to the benefits of this rule.

Note 2.— Persons who have died on or after the 1st day of January, 1996 and could not exercise the option within the prescribed time limit be deemed to have opted for the revised scales on and from the 1st day of January, 1996 or such later date as is most beneficial to their dependents, if the revised scales are more favourable and in such cases, necessary action for payment of arrears should be taken by the Head of Office.

7. Fixation of initial pay in the revised scale:—

(1) The **initial pay** of a Government servant who elects, or is deemed to have elected under sub-rule (3) of the Rule 6 to be governed by the revised scale on and from the 1st day of January, 1996, shall, unless in any case the President by special order otherwise directs, be fixed separately in respect of his substantive pay in the permanent post on which he holds a lien or would have held a lien if it had not been suspended, and in respect of his **pay in the officiating post held by him, in the following manner, namely :—**

(A) in the case of all employees,—

(i) an amount representing **40 per cent** of the basic pay in the existing scale shall be added to the 'existing emoluments' of the employee;

(ii) after the existing emoluments have been so increased, the pay shall thereafter be fixed in the revised scale at **the stage next above** the amount thus computed.

***Provided that*—**

(a) if the **minimum of the revised scale is more than the amount** so arrived at, the pay shall be fixed at the minimum of the revised scale;

(b) **if the amount so arrived at is more than the maximum** of the revised scale, the pay shall be fixed at the maximum of that scale.

Provided further that—

where in the fixation of pay, the pay of Government servants **drawing pay at more than four consecutive stages** in an existing scale gets **bunched, that is to say, gets fixed in the revised scale at the same stage**, the pay in the revised scale of such of these Government servants **who are drawing pay beyond the first four consecutive stages** in the existing scale shall be stepped up to the stage where such bunching occurs, as under, by the grant of increment (s) in the revised scale in the following manner, namely:

(a) for Government servants drawing pay from the **5th upto the 8th stage** in the existing scale - by one increment.

(b) for Government servants drawing pay from the **9th upto the 12th** stage in the existing scale, if there is bunching beyond the 8th stage — by two increments.

(c) for Government servants drawing pay from the **13th upto the 16th stage** in the existing scale, if there is bunching beyond the 12th stage — by three increments.

If by stepping up of the pay as above, the pay of a Government servant gets **fixed at a stage in the revised scale which is a higher than the stage in the revised scale** at which the pay of a Government servant who was drawing pay at the next higher stage or stages in the same existing scale is fixed, the pay of the latter shall also be stepped up only to the extent by which it falls short of that of the former.

Provided also that—

The fixation thus made shall ensure that every employee will get atleast one increment in the revised scale of pay for every three increments [inclusive of stagnation increment(s), if any] in the existing scale of pay.

Explanation.— For the purpose of this clause **"existing emoluments" shall include,**

(a) the basic pay in the existing scale;

(b) dearness allowance appropriate to the basic pay admissible at index average 1510 (1960=100), and

(c) the amounts of first and second instalment of interim relief admissible on the basic pay in the existing scale;

(B) in the case of employees who are in receipt of special pay/allowance in addition to pay in the existing scale which has been recommended for replacement by a scale of pay without any special pay/allowance, pay shall be fixed in the revised scale in accordance with the provisions of clause (A) above except that in such cases "**existing emoluments**" shall include—

(a) the basic pay in the existing scale;

(b) existing amount of special pay/allowance;

(c) admissible dearness allowance at index average 1510 (1960 = 100) under the relevant orders; and

(d) the amounts of first and second instalments of interim relief admissible on the basic pay in the existing scale and special pay under the relevant orders;

(C) in the case of employees who are in receipt of **special pay component with any other nomenclature** in addition to pay in the existing scales, such as personal pay for **promoting small family norms,** special pay to **Parliament Assistants**, Central (Deputation on Tenure) Allowance, etc., and in whose case the same has been replaced in the revised scale with corresponding allowance/pay at the same rate or at a different rate, the pay in the revised scale shall be fixed in accordance with the provisions of clause (A) above. In such cases the allowance at the new rate as recommended shall be drawn in addition to pay in the revised scale of pay;

(D) in the case of **medical officers** who are in receipt of **non-practising allowance**, the pay in the revised scale shall be fixed in accordance with the provisions of clause (A) above except that in such cases the term "existing emoluments" shall not include NPA and will comprise only the following—

(a) the basic pay in the existing scale;

(b) dearness allowance appropriate to the basic pay and non-practising allowance admissible at index average 1510 (1960=100) under the relevant orders; and

(c) the amounts of first and second instalments of interim relief admissible on the basic pay in the existing scale and non-practising allowance under the relevant orders,

and in such cases, non-practising allowance at the new rates shall be drawn in addition to the pay so fixed in the revised scale.

Note 1.— The Government servants drawing pay upto the stage of Rs. 1,030 in the existing scale of Rs. 775-12-871-14-955-15-1,030-20-1,150 shall be fixed in S-2 scale of pay and those drawing pay beyond the stage of Rs. 1,030 shall be fixed in S-3 scale of pay.

Note 2.— Where the **increment of a Government servant falls on 1st day of January, 1996**, he shall have option to draw the increment in the existing scale or the revised scale.

Note 3.— Where a **Government servant is on leave on the 1st day of January, 1996**, he shall become entitled to pay in the revised scale of pay from the date he joins duty. In case of Government servant **under suspension**, he shall continue to draw subsistence allowance based on existing scale of pay and his pay in the revised scale of pay will be subject to final order on the pending disciplinary proceedings.

Note 4.— Where a Government servant is holding a permanent post and is officiating in a higher post on a regular basis and the scales applicable to these two posts are merged into one scale, the pay shall be fixed under this sub-rule with reference to the officiating post only, and the pay so fixed shall be treated as substantive pay.

The provisions of this Note shall apply, *mutatis mutandis*, to Government servants holding in an officiating capacity posts on different existing scales which have been replaced by a single revised scale.

Note 5.— Where the existing emoluments as calculated in accordance with clause (A), clause (B), clause (C) or clause (D), as the case may be, **exceed the revised emoluments in the case of any Government servant**, the difference shall be allowed as personal pay to be absorbed in future increases in pay.

Note 6.— Where in the fixation of pay under sub-rule (1), pay, of a Government servant, who, in the existing scale was drawing immediately before the 1st day of January, 1996 **more pay than another Government servant junior to him in the same cadre, gets fixed in the revised scale at a stage lower than that of such junior, his pay shall be stepped up to** the same stage in the revised scale as that of the junior.

Note 7.— Where a Government servant is in receipt of personal pay **on the 1st day of January, 1996**, which together with his existing emoluments as calculated in accordance with clause (A), clause (B), clause (C) or clause (D), as the case may be, **exceeds the revised emoluments**, than, the difference representing such excess shall be allowed to such Government servant as personal pay to be absorbed in future increases in pay.

Note 8.— In the case of employees who are in receipt of **personal pay for passing Hindi Pragya, Hindi Typewriting, Hindi Shorthand** and such other examinations under the **"Hindi Teaching Scheme"**, or on successf undergoing training in cash and accounts matters prior to the 1st day of

January, 1996, while the personal pay shall not be taken into account for purposes of fixation of initial pay in the revised scales, they would continue to draw personal pay after fixation of their pay in the revised scale on and from the 1st day of January, 1996 or subsequently for the period for which they would have drawn it but for the fixation of their pay in the revised scale. **The quantum of such personal pay would be paid at the appropriate rate of increment in** the revised scale from the date of fixation of pay for the period for which the employee would have continued to draw it.

Explanation— For the purpose of this Note, "appropriate rate of increment in the revised scale" means the amount of increment admissible at and immediately beyond the stage at which the pay of the employee is fixed in the revised scale.

Note 9.— In cases, where a **senior Government servant promoted to a higher post before the 1st day of January, 1996** draws less pay in the revised scale than his **junior who is promoted to the higher post on or after the 1st day of January, 1996,** the pay of the senior Government servant should be stepped up to an amount equal to the pay as fixed for his junior in that higher post. The stepping up should be done with effect from the date of promotion of the junior Government servant subject to the fulfilment of the following conditions, namely:—

(a) both the junior and the senior Government servants should belong to the same cadre and the posts in which they have been promoted should be identical in the same cadre.

(b) the pre-revised and revised scales of pay of the lower and higher posts in which they are entitled to draw pay should be identical.

(c) the senior Government servants at the time of promotion have been drawing equal or more pay than the junior.

(d) the anomaly should be directly as a result of the application of the provisions of Fundamental Rule 22 or any other rule or order regulating pay fixation on such promotion in the revised scale. If even in the lower post, the junior officer was drawing more pay in the pre-revised scale than the senior by virtue of any advance increments granted to him, provision of this Note need not be invoked to step up the pay of the senior officer.

The order relating to **refixation of the pay of the senior officer in accordance with the above provisions should be issued under Fundamental Rule 27** and the senior officer will be entitled to the next increm completion of his required qualifying service with effect from the refixation of pay.

(2) Subject to the provisions of Rule 5, if the pay as fixed in the **officiating post** under sub-rule (1) is lower than the pay fixed in the substantive post, the former shall be fixed at the stage next above the substantive pay.

8. Date of next increment in the revised scale— The next increment of a Government servant whose pay has been fixed in the revised scale in accordance with sub-rule (1) of Rule 7 shall be granted on the date he would have drawn his increment, had he continued in the existing scale:

Provided that in cases where the pay of a Government servant is stepped up in terms of Note 6 or Note 9 to sub-rule (1) and also second proviso to sub-rule (1) of Rule 7, the next increment shall be granted on the completion of qualifying service of twelve months from the date of the stepping up of the pay in the revised scale.

Provided further that in cases, other than those covered by the preceding proviso, the next increment of a Government servant, whose pay is fixed on the 1st day of January, 1996 at the same stage as the one fixed for another Government servant junior to him in the same cadre and drawing pay at a lower stage than his in the existing scale, shall be granted on the same date as admissible to his junior, if the date of increment of the junior happens to be earlier.

Provided also that in the case of persons who had been drawing maximum of the existing scale for more than a year as on the 1st day of January, 1996, next increment in the revised scale shall be allowed on the 1st day of January, 1996.

Note 1.— In cases where two existing scales, one being a promotional scale for the other, are merged, and the junior Government servant, now drawing his pay at equal or lower stage in the lower scale of pay, and happens to draw more pay in the revised scale than the pay of the senior Government servant in the existing higher scale, the pay of the senior Government servant in the revised scale shall be stepped up to that of his junior from the same date and he shall draw next increment after completing the qualifying period from the date of such stepping up of pay.

9. Fixation of pay in the revised scale subsequent to the 1st day of January, 1996— Where a Government servant continues to draw his pay in the existing scale and is brought over to revised scale from a date later than the 1st day of January 1996, his pay from the later date in the revised scale shall be fixed under Fundamental Rules and for this purpose his pay in the existing scale shall have the same meaning as of existing emoluments as calculated in accordance with clause (A), clause (B), clause (C) or clause

(D), as the case may be, of sub-rule (1) of Rule 7 except that the basic pay to be taken into account for calculation of those emoluments will be the basic pay on the later date aforesaid and where the Government servant is in receipt of special pay or non-practising allowance, his pay shall be fixed after deducting from those emoluments an amount equal to the special pay or non-practising allowance, as the case may be, at the revised rates appropriate to the emoluments so calculated.

10. Fixation of pay on reappointment after the 1st day of January, 1996 to a post held prior to that date— A Government servant who had officiated in a post prior to the 1st day of January, 1996 but was not holding that post on that date and who on subsequent appointment to that post draws pay in the revised scale of pay shall be allowed the benefit of the proviso to Fundamental Rule 22, to the extent it would have been admissible had he been holding that post on the 1st day of January, 1996 and had elected the revised scales of pay on and from that date.

11. Mode of payment of arrears of pay— The arrears would be paid in cash with the stipulation that where the amount of arrears is *less* than Rs. 5,000, it should be paid in one instalment and where it is in excess of Rs. 5,000, it should be paid in two instalments; in the first instalment payment should be restricted to Rs. 5,000 *plus* fifty percent of the balanced amount of arrears.

Explanation.— For the purposes of this rule :

(a) "arrears of pay", in relation to a Government servant, *means* the difference between :—

  (i) the aggregate of the pay and allowances to which he is entitled on account of the revision of his pay and allowances under these rules, for the relevant period; and

  (ii) the aggregate of the pay and allowances to which he would have been entitled (whether such pay and allowances had been received or not) for that period had his pay and allowances not been so revised.

(b) "relevant period" *means* the period commencing on the 1st day of January, 1996 and ending with the 30th September, 1997.

12. Overriding effect of Rules— The provisions of the Fundamental Rules, the Central Civil Services (Revision of Pay) Rules, 1947, the Central Civil Services (Revised Pay) Rules, 1960, the Central Civil Services (Revised Pay) Rules, 1973 and the Central Civil Services (Revised Pay) Rules, 1986, shall not, save as otherwise provided in these rules, apply to cases where pay is regulated under these rules, to the extent they are inconsistent with these rules.

13. Power to relax— Where the President is satisfied that the operation of all or any of the provisions of these rules causes undue hardship in any particular case, he may, by order, dispense with or relax the requirements of that rule to such extent and subject to such conditions as he may consider necessary for dealing with the case in a just and equitable manner.

14. Interpretation— If any question arises relating to the interpretation of any of the provisions of these rules, it shall be referred to the Central Government for decision.

THE FIRST SCHEDULE

(*See* Rules 3 & 4)

PART - A

Revised scales for posts carrying present scales in Group 'A', 'B', 'C' & 'D' except posts for which different revised scales are notified separately.

SL. NO.	POST/ GRADE	PRESENT SCALE (Rs.)	REVISED SCALE (Rs.)
1.	2.	3.	4.
1.	S-1	750-12-870-14-940	2550-55-2660-60-3200
2.	S-2	775-12-871-14-1025	2610-60-3150-65-3540
3.	S-3	800-15-1010-20-1150	2650-65-3300-70-4000
4.	S-4	825-15-900-20-1200	2750-70-3800-75-4400
5.	S-5	950-20-1150-25-1400 950-20-1150-25-1500 1150-25-1500	3050-75-3950-80-4590
6.	S-6	975-25-1150-30-1540 975-25-1150-30-1660	3200-85-4900
7.	S-7	1200-30-1440-30-1800 1200-30-1560-40-2040 1320-30-1560-40-2040	4000-100-6000
8.	S-8	1350-30-1440-40-1800-50-2200 1400-40-1800-50-2300	4500-125-7000
9.	S-9	1400-40-1600-50-2300-60-2600 1600-50-2300-60-2660	5000-150-8000
10.	S-10	1640-60-2600-75-2900	5500-175-9000
11.	S-11	2000-60-2120	6500-200-6900
12.	S-12	2000-60-2300-75-3200 2000-60-2300-75-3200-3500	6500-200-10500
13.	S-13	2375-75-3200-100-3500 2375-75-3200-100-3500-125-3750	7450-225-11500
14.	S-14	2500-4000 (proposed new pre-revised scale)	7500-250-12000
15.	S-15	2200-75-2800-100-4000 2300-100-2800	8000-275-13500
16.	S-16	2630/- FIXED	9000/- FIXED
17.	S-17	2630-75-2780	9000-275-9550
18.	S-18	3150-100-3350	10325-325-10975
19.	S-19	3000-125-3625 3000-100-3500-125-4500 3000-100-3500-125-5000	10000-325-15200
20.	S-20	3200-100-3700-125-4700	10650-325-15850

1.	2.	3.	4.
21.	S-21	3700-150-4450 3700-125-4700-150-5000	19 12000-375-16500
22.	S-22	3950-125-4700-150-5000	12750-375-16500
23.	S-23	3700-125-4950-150-5700	12000-375-18000
24.	S-24	4100-125-4850-150-5300 4500-150-5700	14300-400-18300
25.	S-25	4800-150-5700	15100-400-18300
26.	S-26	5100-150-5700 5100-150-6150 5100-150-5700-200-6300	16400-450-20000
27.	S-27	5100-150-6300-200-6700	16400-450-20900
28.	S-28	4500-150-5700-200-7300	14300-450-22400
29.	S-29	5900-200-6700 5900-200-7300	18400-500-22400
30.	S-30	7300-100-7600	22400-525-24500
31.	S-31	7300-200-7500-250-8000	22400-600-26000
32.	S-32	7600/- fixed 7600-100-8000	24050-650-26000
33.	S-33	8000/- FIXED	26000/- FIXED
34.	S-34	9000/- FIXED	30000/- FIXED

PART - B

REVISED PAY SCALES FOR CERTAIN COMMON CATEGORIES OF STAFF

The revised scales of pay mentioned in Column 4 of this part of the Notification for the posts mentioned in column 2 have been approved by the Government. However, it may be noted that in certain cases of the scales of pay mentioned in column 4, the recommendations of the Pay Commission are subject to fulfilment of specific conditions. These conditions relate inter-alia to changes in recruitment rules, restructuring of cadres, re-distribution of posts into higher grades etc. Therefore, in those cases where conditions such as changes in recruitment rules etc. which are brought out by the Pay Commission as the rationale for the grant of these upgraded scales, it will be necessary for the Ministries to decide upon such issues and agree to the changes suggested by the Pay Commission before applying these scales to these posts w.e.f. 1.1.96. In certain other cases where there are conditions prescribed by the Pay Commission as pre-requisite for grant of these scales to certain posts such as cadre restructuring, redistribution of posts etc. It will be necessary for the Ministries/Department concerned to not only accept these preconditions but also to implement them before the scales are applied to those posts. It would, therefore, be seen that it is implicit in the recommendations of the Pay Commission that such scales necessarily have to take prospective effect and the concerned posts will be governed by the normal replacement scales until then.

Sl. No.	*Posts*	*Present Scale (Rs.)*	*Revised Scale (Rs.)*	*Para-graph No. of Report*
1.	2.	3.	4.	5.
I.	**OFFICE STAFF WORKING IN ORGANISATIONS OUTSIDE THE SECRETARIAT**			
(a)	Assistant	1400-40-1800-50-2300	5000-150-8000	46.9
(b)	Head Clerks	1400-40-1800-50-2300 1350-30-1440-40-1800-50-2200	5000-150-8000	46.10
(c)	Office Superintendent level II	1400-40-1800-50-2300	5000-150-8000	46.10
(d)	Office Superintendent level I	1600-50-2300-60-2660	5500-175-9000	46.11
(e)	Office Superintendent			
(f)	Administrative Officer	2375-75-3200-100-3500	7500-250-12000	46.13

1.	2.	3.	4.	5.
(g)	Upper Division Clerk	1200-30-1540-40-2040 with special pay of Rs. 70/- per month.	5000-150-8000 without special pay.	46.17
(h)	Stenographer Gr. II	1400-40-1800-50-2300 1400-40-1600-50-2300-60-2600	5000-150-8000	46.34
II.	**CANTEEN STAFF**			
(a)	Bearer Tea/Coffee Maker	750-12-870-14-940	2610-60-3150-65-3540	55.22
(b)	Cook Assistant Halwai	825-15-900-20-1200	3050-75-3950-80-4590	55.22
(c)	Junior Clerks (Coupon, Kitchen, Sales, Office, Accounts etc.)	825-15-900-20-1200	3050-75-3950-80-4590	55.22
(d)	Manager Gr. I	1350-30-1440-40-1800-50-2200	5000-150-8000	55.22
III.	**EDITORIAL STAFF**			
(a)	Sub Editor	1400-40-1600-50-2300-60-2600 1400-40-1800-50-2300	5500-175-9000	55.59
IV.	**LIBRARY STAFF**			
(a)	Senior Library Attendant	800-15-1010-20-1150	2750-70-3800-75-4400	55.170
(b)	Librarian	1400-40-1600-50-2300-60-2600	5500-175-9000	55-177
(c)	Librarian Senior Scale	1640-60-2600-75-2900	6500-200-10500	55.177
(d)	Librarian Selection Grade	2000-60-2300-75-3200-100-3500	7500-250-12000	55.177
V.	**STORE KEEPING STAFF**			
(a)	Posts in the scale of pay of	1350-30-1440-40-1800-50-2200 1400-40-1800-50-2300	5000-150-8000	55.249(g)
VI.	**TELEPHONE OPERATORS**			
(a)	Posts in the scale of pay of	1400-40-1800-50-2300	5000-150-8000	55.272
VII.	**TEACHING STAFF**			
(a)	Primary School Teacher			
	Entry Scale	1200-30-1560-40-2040	4500-125-7000	55.259
	Senior Scale	1400-40-1600-50-2300-60-2600	5000-150-8000	55.259
	Selection scale	1640-60-2600-75-2900	5500-175-9000	55.259
(b)	Trained Graduate Teacher/Head Master, Primary School			
	Entry Scale	1400-40-1600-50-2300-60-2600	5500-175-9000	55.259

1.	2.	3.	4.	5.
	Senior Scale	1640-60-2600-75-2900	**6500-200-10500**	55.259
	Selection Scale	2000-60-2300-75-3200 100-3500	**7500-250-12000**	55.259
(c)	Post Graduate Teacher/ Head Master, Middle School			
	Entry Scale	1640-60-2600-75-2900	**6500-200-10500**	55.259
	Senior Scale	2000-60-2300-75-3200-100-3500	**7500-250-12000**	55.259
	Selection Scale	2200-75-2800-100-4000	**8000-275-13500**	55.259
(d)	Vice Principal/Head Master, Secondary School			
	Entry Scale	2000-60-2300-75-3200-100-3500	**7500-250-12000**	55.259
VIII.	**GR. 'A' ENGINEERING SERVICES**			
(a)	Suptdg. Engineer	3700-125-4700-150-5000	**14300-400-18300**	50.45
(b)	Exe. Engineer	3000-100-3500-125-4500	**10000-325-15200** **12000-375-16500 (Non-functional) JAG)**	50.45
IX.	**SUBORDINATE ENGINEERING CADRES**			
(a)	Diploma Engineers	1400-40-1800-50-2300	**5000-150-8000**	50.23 & 50.24
		1600-50-2300-60-2660	**5500-175-9000**	50.23 & 50.24
		1640-60-2600-75-2900	**5500-175-9000**	50.23 & 50.24
		2000-60-2300-75-3200	**6500-200-10500**	50.23 & 50.24
		2000-60-2300-75-3200-100-3500	**6500-200-10500**	50.23 & 50.24
		2375-75-3200-100-3500	**7450-225-11500**	50.23 & 50.24
		2375-75-3200-100-3500-125-3750	**7500-250-12000**	50.23 & 50.24
X.	**DRAWING OFFICE STAFF**			
(a)	Draftsman Gr. II/ Sr. Draftsman	1400-40-1800-50-2300	**5000-150-8000**	50.37
(b)	Draftsman Gr. I/ Head Draftsman	1600-50-2300-60-2660	**5500-175-9000**	50.37
(c)	Graduate Engineers recruited against posts of drawing/design office in subordinate Engg. cadres	1400-40-1800-50-2300 1600-50-2300-60-2660 2000-60-2300-75-3200	**6500-200-10500**	50.37

1.	2.	3.	4.	5.
XI.	**LABORATORY STAFF**			
1.	Laboratory Technician	1320-30-1560-EB-40-2040	4500-125-7000	55.149
	MEDICAL AND PARAMEDICAL SERVICES			
XII.	**INDIAN SYSTEM OF MEDICINE AND HOMOEOPATHY (ISMandH)**			
(a)	Starting pay scale for all posts requiring medical practice in ISMandH and a degree in ISMandH as the minimum qualification		8000-275-13500	52.33
XIII.	**CLINICAL PSYCHOLOGISTS**			
(a)	All posts of Clinical Psychologists requiring minimum qualification of MA/M.Sc. (Psychology) and DM&SP	1640-60-2600-EB-75-2900/2000-60-2300-EB-75-3200-100-3500/2200-75-2800-EB-100-4000	8000-275-13500	52.456
(b)	All posts requiring MA/M.Sc. (Psychology) but not DM&SP)	1640-60-2600-EB-75-2900	5500-175-9000	52.46
XIV.	**DIETICIANS**			
(a)	Assistant Dietician	1400-40-1800-EB-50-2300	5500-175-9000	52.52
(b)	Dietician	1640-60-2600-EB-75-2900	6500-200-10500	52.52
(c)	Senior Dietician	2000-60-2300-EB-75-3200-100-3500	8000-275-13500	52.52
(d)	Chief Dietician	2375-75-3200-100-3500	10000-325-15200	52.52
XV	**NURSING STAFF**			
(a)	Deputy Nursing Superintendent	2000-60-2300-EB-75-3200-100-3500	7500-250-12000	52.58
XVI.	**PUBLIC HEALTH NURSES**			
(a)	Auxiliary Nurse Midwives	975-25-1150-EB-30-1540	4000-100-6000	52.72
(b)	Lady Health Visitors	1200-30-1560-EB-40-2040	4500-125-7000	52.72
XVII.	**OPERATION THEATRE TECHNICAL STAFF**			
(a)	O. T. Technician	1200-30-1560-EB-40-2040	5000-150-8000	52.78
XVIII.	**PHARMACISTS**			
(a)	Pharmacists possessing entry qualification of diploma in Pharmacy		4500-125-7000	52.90
XIX.	**PHYSIOTHERAPISTS AND OCCUPATIONAL THERAPISTS**			
(a)	Physiotherapist/ Occupational Therapist	1400-40-1800-EB-50-2300	5500-175-9000	52.96

1.	2.	3.	4.	5.
(b)	Sr. Physiotherapist/ Sr. Occupational Therapist	2375-75-3200-EB-100-3500	8000-275-13500	52.96
XX.	**PUBLIC AND SOCIAL HEALTH WORKERS**			
(a)	Medical Social Worker (holding qualification of Post Graduation or Graduation with 2 years diploma in Social Work).	1600-500-2300-EB-2660	5500-175-9000	52.103
(b)	Social Worker/ Psychiatric Worker (holding qualification of Post Graduation or Graduation with 2 years diploma in Social Work)	1400-40-1800-EB-50-2300	5500-175-9000	52.103
(c)	Welfare Officer (Grade II)/Probation Officer (Grade II)/ Prison Welfare Officer	1400-40-1600-50-2300-EB-60-2600	5500-175-9000	104.65
XXI.	**RADIOGRAPHERS/X-RAY TECHNICIANS**			
(a)	Radiographer	1350-30-1440-40-1800-EB-50-2200	5000-150-8000	52.107
(b)	Radiographers requiring a minimum of 2 years diploma/certificate after 10 + 2		4000-100-6000	52.107
XXII.	**OTHER TECHNICIANS**			
(a)	Posts requiring Matriculation with some experience as minimum qualification for direct recruitment		4000-100-6000	52.111
(b)	Technicians with either a Degree in Science or Diploma in Engineering		5000-150-8000	52.111
XXIII.	**GARDENERS AND NURSERY WORKERS**			
(a)	Sr. Garden Attendant	775-12-871-14-1025	2650-65-3300-70-4500	55.129
(b)	Asstt. Foreman	825-15-900-20-1200	3050-75-3950-80-4590	55.129
XXIV.	**VETERINARY STAFF**			
(a)	Entry grade for all posts requiring a degree of B.V. Sc. and Animal Husbandry with registration in the Veterinary Council of India as the minimum essential qualification		8000-275-13500 ·	55.291
(b)	Assistant Veterinarian/Biologist	1200-30-1560-40-2040/	5000-150-8000	55.296

1.	2.	3.	4.	5.
	Assistant/Zoological Assistant possessing B.Sc degree in Biological Sciences	1400-40-1800-50-2300/ 1600-50-2300-60-2660		
(c)	Stockman/Compounder/ Stock Asstt./Animal Husbandry Asstt/ Dresser	950-20-1150-25-1500 to 1200-30-1560-40-2040	4000-100-6000	55.296
(d)	Para Veterinary Attendant including Animal Attendant/Bull Attendant/Cattle Attendant/ Gyce/Camel Attendant/ Shepherds with minimum qualification of 8th class + 2 years experience of handling animals	750-12-870-14-940	2610-60-3150-65-3540	55.296
XXV.	TECHNICAL SUPERVISORS & WORKSHOP STAFF			
(a)	Chargeman/Chargeman 'B'/Chargeman (Technical) Grade II/Jr. Engineer Grade II (Workshop)	1400-40-1800-50-2300	5000-150-8000	54.38
(b)	Sr. Chargeman Chargeman 'A'/Chargeman (Technical) Grade I/ Jr. Engineer Grade I Workshop	1600-50-2300-60-2660	5500-175-9000	54.38
XXVI.	ELECTRONIC DATA PROCESSING STAFF			
(a)	Data Entry Operator Grade 'A'	1150-25-1500	4000-100-6000	55.71
(b)	Data Entry Operator Grade 'C'	1400-40-1800-EB--50-2300	5000-150-8000	55.71
(c)	Data Entry Operator Grade 'D'/Junior Console Operator/ Data Processing Assistant 'A'/ Scientific Assistant 'A'	1600-50-2300-EB--60-2660	5500-175-9000	55.71
(d)	Programmer/System Analyst	2375-75-3200-EB-100-3500-125-3750	7500-250-12000	55.71
XXVII.	PHOTOGRAPHERS AND CAMERAMEN			
(a)	Senior Photographer	1600-50-2300-60-2660	5000-150-8000 5500-175-9000	55.189
(b)	Chief Photographer	1640-60-2600-75-2900	6500-200-10500	55.189
(c)	Photographer Gr. I	1200-30-1560-40-2040	4500-125-7000	55.189
(d)	Photographer Gr. II	950-20-1150-25-1500	4000-100-6000	55.189

PART C

REVISED SCALES OF PAY FOR CERTAIN POSTS IN MINISTRIES, DEPARTMENTS AND UNION TERRITORIES

The revised scale of pay mentioned in Column 4 of this part of the Notification for the posts mentioned in column 2 have been approved by the Government. However, it may be noted that in certain cases of the scales of pay mentioned in column 4, the recommendations of the Pay Commission are subject to fulfilment of specific conditions. These conditions relate inter-alia to changes in recruitment rules, restructuring of cadres, re-distribution of posts into higher grades etc. Therefore, in those cases where conditions such as changes in recruitment rules etc. which are brought out by the Pay Commission as the rationale for the grant of these upgraded scales, it will be necessary for the Ministries to decide upon such issues and agree to the changes suggested by the Pay Commission before applying these scales to these posts w.e.f. 1.1.96. In certain other cases where there are conditions prescribed by the Pay Commission as pre-requisite for grant of these scales to certain posts such as cadre restructuring, redistribution of posts etc. It will be necessary for the Ministries/Department concerned to not only accept these preconditions but also to implement them before the scales are applied to those posts. It would, therefore, be seen that, it is implicit in the recommendations of the Pay Commission that such scales necessarily have to take prospective effect and the concerned posts will be governed by the normal replacement scales until then.

Sl. No.	*Posts*	*Present Scale (Rs.)*	*Revised Scale (Rs.)*	*Paragraph No. of Report*
(1)	(2)	(3)	(4)	(5)
	MINISTRY OF AGRICULTURE			
	DEPARTMENT OF AGRICULTURE AND COOPERATION			
1.	Technical Assistant	1400-40-1800-EB-50-2300	5000-150-8000	56.10
2.	Sr. Technical Asstt.	1640-60-2600-EB-2900	6500-200-10500 5500-150-8000	56.10
3.	Technical Officers/ Asstt. Directors/ Asstt. Development Officer	2000-60-2300-EB-75-3200-100-3500	7500-250-12000	56.10
	DIRECTORATE OF PLANT PROTECTION, QUARANTINE AND STORAGE			
4.	Asstt. Scientific Officer (Chem.)	1640-60-2600-EB-2900	6500-200-10500	56.22

(1)	(2)	(3)	(4)	(5)
5.	Technical Officer - III	1400-40-1800-EB-50-2300	5000-150-8000	56.25
6.	Technical Officer - II	1200-30-1560-EB-40-2040	4500-125-7000	56.25
7.	Field Assistant	1200-30-1560-EB-40-2040	4500-125-7000	56.25
8.	Jt. Sc. Asstt. (Chem.)	1200-30-1560-EB-40-2040	5000-150-8000	56.25
9.	Technical Assistant (Bioassay)/(Toxicology)/ (Animal House)/(X-Ray)	1400-40-1800-EB-50-2300	5000-150-8000	56.25
10.	Laboratory Assistant (Bio)	1200-30-1560-EB-40-2040	4500-125-7000	56.25
11.	Assistant Farm Superintendent	1400-40-1800-EB-50-2300	5000-150-8000	56.25
12.	Scientific Assistant (Chemistry)	1400-40-1800-EB-50-2300	5500-175-9000	56.25
13.	Asstt. Scientific Officer (Chem)	1640-60-2600-EB-75-2900	6500-200-10500	56.26
14.	Farm Supdt. (Farm)	1640-60-2600-EB-75-2900	6500-200-10500	56.26
15.	Sr. Technical Assistant (Bio-efficacy)	1640-60-2600-EB-75-2900	6500-200-10500	56.26
16.	Assistant (Legal)	1400-40-1600-50-2300-EB-60-2600	5500-175-9000	56.27
	ALL INDIA SOIL AND LAND USE SURVEY			
17.	Jr. Soil Surveyor/ Technical Asstt.	1400-40-1800-EB-50-2300	5500-175-9000	56.37
18.	Field Assistant	1200-30-1560-EB-40-2040	5000-150-8000	56.37
19.	Sr. Soil Surveyor/ Sr. Tech. Asstt.	1640-60-2600-EB-75-2900	5500-175-9000 6500-200-10500	56.37
20.	Sr. Research Assistant	1640-60-2600-EB-75-2900	6500-200-10500	56.37
21.	Research Assistant	1400-40-1800-EB-50-2300	5500-175-9000	56.37
22.	Laboratory Assistant	1320-30-1560-EB-40-2040	5000-150-8000	56.37
23.	Technical Assistant/ Marketing Assistant/ Statistical Assistant	1400-40-1800-EB-50-2300	5000-150-8000	56.44
	INTEGRATED FISHERIES PROJECT			
24.	Net Maker/Net Mender	800-15-1010-20-1150	2650-65-3300 -70-4000 2750-70-3800 -75-4400 3050-75-3950-80-4590	56.54
25.	Statistical Assistant	1200-30-1560-EB-40-2040	5000-150-8000	56.55
26.	Laboratory Asstt/ Scientific Asstt/Fishery Astt/Marketing Asstt/Gear Technician/Processing Asstt.	1400-40-1800-EB-50-2300	5000-150-8000	56.56
27.	Jr. Marketing Assistant	1200-30-1560-EB-40-2040	4500-125-7000	56.56

(1)	(2)	(3)	(4)	(5)
	DEPARTMENT OF ANIMAL HUSBANDRY AND DAIRYING			
28.	Sr. Technical Asstt Livestock/Poultry)	1640-60-2600-EB-75-2900	8000-275-13500	56.66
	CENTRAL CATTLE BREEDING FARMS			
29.	Veterinary Officer	2000-60-2300-EB-75-3200-100-3500	8000-275-13500	56.74
30.	Veterinary Assistant Surgeon	1640-60-2600-EB-75-2900	8000-275-13500	56.74
31.	Stockmen	950-20-1150-EB-25-1500	4000-100-6000	56.75
32.	Milkers	750-12-870-EB-14-940	2610-60-3150-65-3540	56.75
	CENTRAL POULTRY BREEDING FARMS			
33.	Veterinary Officer	2000-60-2300-EB-75-3200	8000-275-13500	56.86
	CENTRAL POULTRY TRAINING INSTITUTE, HESSARGHATTA, BANGALORE			
34.	Sr. Tech. Asstt.	1640-60-2600-EB-75-2900	6500-200-10500	56.92
35.	Laboratory Assistant	1200-30-1560-EB-40-2040	5000-150-8000	56.92
	DELHI MILK SCHEME			
36	Dairy Supervisor/ Asstt. Manager	1400-40-1800-EB-50-2300	5000-150-8000 5500-175-9000	56.99
37	Analyst and Bacteria Assistant	1400-40-1800-EB-50-2300	5000-150-8000	56.100
38	Technical Assistant (Chem)/(ETP)/(PC)/ Horticulture Assistant	1400-40-1800-EB-50-2300	5000-150-8000	56.100
39	Asstt Milk Distribution Officer	1400-40-1800-EB-50-2300	5000-150-8000	56.100
40.	Senior Analyst	1640-60-2600-EB-75-2900	6500-200-10500	56.101
41.	Dairy Chemist Dairy Bacteriologist	2000-60-2300-EB-75-3200	7500-250-12000	56.101
	INTEGRATED FISHERIES PROJECT AND CENTRAL INSTITUTE OF FISHERIES			
	MARINE STAFF			
42.	Skipper Mate	1600-50-2300-60-2660	6500-200-10500	55.187
43.	Engine Driver Class I	1400-40-1800-EB-50-2300	5000-150-8000	55.187
II.	**MINISTRY OF CHEMICALS AND FERTILIZERS**			
	DEPARTMENT OF CHEMICALS AND PETROCHEMICALS			
1.	Jr. Investigators	1400-40-1800-EB-50-2300	5000-150-8000	57.6
III.	**MINISTRY OF CIVIL AVIATION AND TOURISM**			
	DEPARTMENT OF CIVIL AVIATION			
	DIRECTORATE OF RESEARCH AND DEVELOPMENT			
1.	Senior Technical Assistant	1640-60-2600-EB-75-2900	6500-200-10500	58.14
2.	Chargemen	1400-40-1800-EB-50-2300	5000-150-8000	58.17
3.	Fitter Mechanic Gr. II	1150-25-1500	4000-100-6000	58.17

(1)	(2)	(3)	(4)	(5)
	COMMISSION OF RAILWAY SAFETY			
4.	Office Superintendent Circle Office	1400-40-1800-EB-50-2300	5500-175-9000	58.35
5.	UDC, Circle Office	1200-30-1560-EB-40-2040	4000-100-6000 5000-150-8000	58.35
	DEPARTMENT OF TOURISM			
6.	Assistant Director	2000-60-2300-EB-75-3200	6500-200-10500 8000-275-13500	58.43
7.	Information Assistant	1400-40-1800-EB-50-2300	5000-150-8000 5500-175-9000	58.45
IV.	**MINISTRY OF CIVIL SUPPLIES, CONSUMER AFFAIRS AND PUBLIC DISTRIBUTION**			
1.	Sr. Technical Asstt.	1640-60-2600-75-2900	5500-175-9000 6500-200-10500	59.6
V.	**MINISTRY OF COAL** **COAL CONTROLLER'S ORGANISATION**			
1.	Legal Assistant	1200-30-1560-EB-40-2040	5500-175-9000	60.15
VI.	**MINISTRY OF COMMERCE**			
1.	Documentation Assistant	1400-40-1800-EB-50-2300	5500-175-9000	61.5
2.	Office Superintendent, Export Processing Zone	1600-50-2300-EB-60-2660	5500-175-9000	61.10
	DEPARTMENT OF SUPPLY			
3.	Examiner of Stores	1400-40-1800-EB-50-2300	5000-150-8000	61.19
VII.	**MINISTRY OF COMMUNICATIONS** **DEPARTMENT OF POSTS**			
1.	Asstt. Superintendent (Post Office/RMS)	1640-60-2600-EB-75-2900	6500-200-10500	62.9
2.	Postal Supdt.'s Service (Group 'B')	2000-60-2300-EB-75-3200 -100-3500	7500-250-12000	62.9
3.	Postal Assistant	975-25-1150-EB-30-1540	4000-100-6000	62.11
4.	Postman	825-15-900-20-1200	2750-70-3800 -75-4400 (with two advance increments)	62.15
5.	Mail Guards	825-15-900-20-1200	2750-70-3800 -75-4400 (with two advance increments)	62.20
6.	Sorting Asstt. (RMS Branch)	975-25-1150-EB-30-1540	4000-100-6000	62.19
7.	Inspectors (Mail Motor Service)	1400-40-1800-EB-50-2300	5500-175-9000	62.22
	NEW DELHI WORKSHOP OF POSTAL MACHINES REPAIR ORGANISATION			
8.	Supervisor	1400-40-1800-EB-50-2300	5000-150-8000	62.24

(1)	(2)	(3)	(4)	(5)
9.	Statistical Assistant	1400-40-1800-EB-50-2300	5500-175-9000	62.25
	DEPARTMENT OF TELECOMMUNICATION			
10.	Telegraphmen	800-15-1010-EB-20-1150	2750-70-3800-75-4400	62.39
	COMMON CATEGORY-PRINTING STAFF			
11.	Machineman Grade I	1400-40-1800-EB-50-2300	5000-150-8000	55.217
12.	Foreman (Bindry)	1400-40-1800-EB-50-2300	5000-150-8000	55.217
13.	Deputy Manager	2375-75-3200-EB-100-3500	7500-250-12000	55.217
14.	Binder Gr. II	950-20-1150-25-1500	4000-100-6000	55.217
15.	Binder Gr. I	1150-25-1500	4000-100-6000	55.217
VIII.	**MINISTRY OF DEFENCE**			
	DEPARTMENT OF DEFENCE			
	ARMY ORDNANCE CORPS			
1.	Ordnance Officer Civil (Store)	2000-60-2300-75-3200-100-3500	6500-200-10500 7500-250-12000	63.10
2.	Senior Store Superintendent	1600-50-2300-60-2660	5500-175-9000	63.10
3.	Store Superintendent	1400-40-1800-50-2300	500-150-8000	63.10
4.	Driver AFV-cum-Supervisor	1320-30-1560-40-2040	4500-125-7000 5000-150-8000	63.17 63.17
5.	Forman Part I. and II Cadre	1600-50-2300-60-2660	5500-175-9000 6500-200-10500 7450-225-11500	63.302
6.	Chargeman Pt. II Cadre Sr. Chargeman Part I & II Cadre	1400-40-1800-50-2300	5000-150-8000	63.302
7.	Viewers 'C'	800-15-1010-20-1150	2750-65-4050-70-4400	63.315
	CENSORSHIP ORGANIZATION			
8.	Assistant Examiner	1400-40-1800-50-2300	5000-150-8000	63.24
	COLLEGE OF MILITARY ENGINEERING			
9.	Senior Research Asstt.	1640-60-2600-75-2900	5500-175-9000	63.26
10.	Junior Research Asstt.	1200-30-1560-40-2040	5000-150-8000	63.26
11.	Lab Demonstrator (Other than Telecom)	1200-30-1560-40-2040	4500-125-7000	63.27
	CORPS OF ELECTRICAL AND MECHANICAL ENGINEERS			
12.	Senior Store Superintendent	1600-50-2300-60-2660	5500-175-9000	63.33
13.	Store Superintendent	1400-40-1800-50-2300	5000-150-8000	63.33
14.	Foreman of Pt II Cadre	1600-50-2300-60-2660	5500-175-9000 6500-200-10500 7450-225-11500	63.302
15.	Sr. Foreman of Pt. I&II Cadre	1400-40-1800-50-2300	5000-150-8000	63.302

(1)	(2)	(3)	(4)	(5)
	ENGINEER GROUP AND CENTRE			
16.	Civilian Instructor Foreman	1200-30-1560-40-2040	4000-100-6000 4500-125-7000	63.38
17.	Civilian Instructor Foreman (SG)	1400-40-1800-50-2300	5000-150-8000	63.38
	MILITARY FARMS			
18.	Farm Manager	1400-40-1600-50-2300-60-2600	5500-175-9000	63.48
19.	Supervisor (Farms)	1200-30-1560-40-2040	5000-150-8000	63.48
20.	Assistant Supervisor (Farms)	975-25-1150-30-1540	4000-100-6000	63.48
	DIRECTORATE OF SIGNAL INTELLIGENCE			
21.	Jr. Research Officer	2000-60-2300-75-3200-100-3500	7500-250-12000	63.61
22.	Sr. Technical Assistant	1640-60-2660-75-2900	6500-200-10500	63.61
	TECHNICAL SUPERVISORS IN AIR FORCE			
23.	Sr. Foreman Pt. I Cadre	2000-60-2300-75-3200	6500-200-10500 7450-225-11500	63.71
24.	Foreman of Pt. I Cadre	1600-50-2300-60-2660	5500-175-9000	63.71
25.	Sr. Chargeman of Part I & II Cadre and Chargeman of Part II Cadre	1400-40-1800-50-2300	5000-150-8000	63.302
	STOREKEEPING PERSONNEL IN AIR FORCE			
26.	Civilian Gazetted Officer (Equipment)	2000-60-2300-75-3200-100-3500	6500-200-10500 7500-250-12000	63.64
27.	Senior Store Superintendent	1600-50-2300-60-2660	5500-175-9000	63.64
28.	Store Superintendent	1400-40-1800-50-2300	5000-150-8000	63.64
	SCIENTIFIC PERSONNEL IN AIR FORCE			
29.	Jr. Scientific Officer	2000-60-2300-75-3200-100-3500	7500-250-12000	63.67
30.	Sr. Scientific Asstt.	1640-60-2600-75-2900	6500-200-10500 7450-225-11500	63.67
31.	Jr. Scientific Asstt.	1400-40-1800-50-2300	5000-150-8000 5500-175-9000	63.67
32.	Laboratory Assistant	1200-30-1560-40-2040	4500-125-7000	63.67
	EDP STAFF IN AIR FORCE			
33.	Statistical Assistant	1400-40-1800-50-2300	5000-150-8000	63.71
34.	Senior Computers	1200-30-1560-40-2040	4500-125-7000	63.71
	CIVILIAN POSTS IN THE NAVY			
	CIVILIAN TECHNICAL OFFICERS			
35.	Civilian Technical Assistant Grade II	2000-60-2300-75-3200-100-3500	7500-250-12000	63.73
	STOREKEEPING PERSONNEL IN THE NAVY			
36.	Foreman of Stores	1600-50-2300-60-2660	5500-175-9000	63.75

(1)	(2)	(3)	(4)	(5)
37.	Senior Storekeeper	1400-40-1800-50-2300	5000-150-8000	63.75
	ADMINISTRATIVE PERSONNEL IN THE NAVY			
38.	Upgraded Civilian Gazetted Officer	2375-75-3200-100-3500	7500-250-12000	63.79
	TECHNICAL SUPERVISORS IN THE NAVY			
39.	Foreman in Naval Dockyards/Ship Repair Yards	1600-50-2300-60-2660	5500-175-9000 6500-200-10500	63.302
40.	Sr. Chargeman in Naval Dockyards/ Ship Repair Yards.	1400-40-1800-50-2300	5000-150-8000	63.302
41.	Sr. Foreman in Naval Ammunition Workshop under NASO	2000-60-2300-75-3200	7450-225-11500	63.302
42.	Foreman in Naval Ammunition Workshop under NASO	1640-60-2600-75-2900	6500-200-10500	63.302
43.	Sr. Chargeman in Naval Ammunition Workshop under NASO	1400-40-1800-50-2300	5500-175-9000	63.302
44.	Chargeman in Naval Ammunition Workshop under NASO	1400-40-1800-50-2300	5000-150-8000	63.302
45.	Foreman in NAIO Ammunition Workshop and Foreman in NAIO Factory Workshop (Mech)	1600-50-2 -2660	5500-175-9000 6500-200-10500	63.302
46.	Sr. Chargeman & Chargeman in Ammunition Workshop in NAIO Factory Workshop (Mech) and Sr. Chargeman in NAIO Factory Workshop (Mech)	1400-40-1800-50-2300	5000-150-8000	63.302
47.	Ammunition Mechanic	950-20-1150-25-1500	4000-100-6000	63.317
	MARINE STAFF			
	INDIAN NAVY DECK STAFF			
48.	Sukhani Supervisory	950-20-1150-EB-25-1500	4000-100-6000	55.184
49.	Winchman	800-15-1010-EB-20-1150	3050-75-3950-80-4590	55.184
	ENGINE ROOM STAFF			
50.	Sr. Engine Driver	1400-40-1800-EB-50-2300	5500-175-9000	55.184
51.	Engine Driver Class I	1400-40-1800-EB-50-2300	5000-150-8000	55.184
52.	Engine Driver Class II	1320-30-1560-EB-40-2040	4500-125-7000	55.184
53.	Greaser/Winchman	800-15-1010-EB-20-1150	3050-70-4590	55.184

(1)	(2)	(3)	(4)	(5)
	Foreign Language Staff			
54.	Russian Language Typist	1200-30-1560-40-2040	4500-125-7000	63.81
55.	Steno Typist (Russian)	1400-40-1800-50-2300	5500-175-9000	63.83
56.	ACSO (Russian)	2000-60-2300-75-3200 -100-3500	6500-200-10500 7500-250-12000	63.83
	Civilian Education Personnel			
57.	Civilian Education Officer	2000-60-2300-75-3200 -100-3500	7500-250-12000	63.84
58.	Civilian Education Instructor (CEI)	1400-40-1600-50-2300 -60-2600	5500-175-9000 6500-200-10500	63.84
	Scientific Personnel			
59.	Junior Scientific Officer	2000-60-2300-75-3200- -100-3500	7500-250-12000	63.87
60.	Senior Scientific Assistant	1640-60-2600-75-2900	6500-200-10500 7450-225-11500	63.87
61.	Jr. Scientific Asstt.	1400-40-1800-50-2300	5000-150-8000 5500-175-9000	63.87
62.	Lab Demonstrator/ Lab Assistant	1320-30-1560-40-2040/ 1200-30-1560-40-2040	4500-125-7000 4500-125-7000	63.87 63.87
	Motor Transport Personnel			
63.	Foreman (Transport)	1600-50-2300-60-2660	5500-175-9000	63.88
64.	Head MT Supervisor	1320-30-1560-40-2040	5000-150-8000	63.88
65.	MT Supervisor	1200-30-1440-30-1800	5000-150-8000	63.88
	Printing Staff			
66.	Compositors Gde. I	950-20-1150-25-1500	4000-100-6000	63.91
67.	Compositors Gde. II	800-15-1010-20-1150	3050-70-4590	63.91
	Cinema Projector Staff			
68.	Assistant Film Editor-cum-Librarian	1200-30-1440-30-1800	4500-125-7000	63.93
	Naval Design Personnel			
69.	Jr. Design Officer	2000-60-2300-75-3200 -100-3500	7450-225-11500	63.101
70.	Draughtsman I	1600-50-2300-60-2660	5500-175-9000	63.101
71.	Draughtsman II	1400-40-1800-50-2300	5000-150-8000	63.101
	Naval Armament Inspection Organisation			
72.	Civilian Technical Officers	2000-60-2300-75-3200 -100-3500	7500-250-12000	63.102
	Coast Guard Organisation			
73.	Pradhan Sahayak Engineer	2000-60-2300-75-3200 -100-3500	7000-225-11500	63.110
74.	Pradhan Yantrik/ Adhikari in Aviation/ General Duty and Domestic Branch	1400-40-1800-50-2300	5000-150-8000	63.110

(1)	(2)	(3)	(4)	(5)
75.	Utam Navik in Aviation Branch	950-20-1150-25-1500	3200-85-4900	63.110
76.	Pradhan Navik in Domestic Branch	950-20-1150-25-1500	3200-85-4900	63.110
	Inter Service Organisations			
	Armed Forces Headquarters Civil Service			
77.	Assistant CSO	2000-60-2300-75-3200-100-3500	6500-200-10500 7500-250-12000	63.143
	Armed Forces Medical Services			
78.	Animal Supervisor	1640-60-2600-75-2900	6500-200-10500	63.161
79.	Medical Social Workers	1600-50-2300-60-2660	5500-175-9000	63.163
80.	Lady Health Visitors	1200-30-1560-40-2040	4500-125-7000	63.164
	Artificial Limb Centre, Pune			
81.	Chief Limb Fitter	1640-60-2600-75-2900	6500-200-10500	63.165
82.	Supervisor Technical Grade I (Limb Maker)	1640-60-2600-75-2900	6500-200-10500	63.165
83.	Supervisor Technical Grade II (Limb Fitter/ Limb Maker)	1400-40-1800-50-2300	5500-175-9000	63.165
84.	Supervisor Technical Grade III (Limb Maker)	1400-40-1800-50-2300	5000-150-8000	63.165
85.	Mazdoor/Lasker	750-12-870-14-940	2550-55-2660-60-3200 2650-65-3300-70-4000	63.165 63.165
	Canteen Stores Department			
86.	Storekeeper Grade I	1600-50-2300-60-2660	5500-175-9000	63.173
87.	Storekeeper Grade II	1400-40-1800-50-2300	5000-150-8000	63.173
	Directorate General Defence Estates			
88.	Forester	825-15-900-20-1200	4000-100-6000	63.177
89.	Forest Guard	750-12-870-14-940	2750-65-4050-70-4400 3200-85-4900	63.177
90.	Chairman	775-12-871-14-1025	2750-70-3800-75-4400 3050-75-3950-80-4590 4000-100-6000	63.177
	Directorate General Defence Estates			
91.	Office Superintendent Grade I	1600-50-2300-60-2660	5500-175-9000	63.175
92.	Office Superintendent Grade II/Technical Assistant	1400-40-1800-50-2300	5000-150-8000	63.175

(1)	(2)	(3)	(4)	(5)
	History Division			
93.	Asstt. Director	2000-60-2300-75-3200-100-3500	6500-200-10500 7500-250-12000	63.181
94.	Research Assistant	1600-50-2300-60-2660	5500-175-9000	63.181
95.	Heraldic Assistant	1400-40-1600-50-2300-60-2600	5500-175-9000	63.181
	Joint Cipher Bureau			
96.	System Security Officer	2000-60-2300-75-3200-100-3500	7450-225-11500	63.186
97.	Sr. Technical Asstt.	1640-60-2660-75-2900	6500-200-10500	63.186
98.	Technical Assistant	1400-40-1600-50-2300-60-2600	5500-175-9000	63.186
99.	DEO 'A'	1150-25-1500	4000-100-6000	63.186
	Reprographic Division, JCB			
100.	Artist Retoucher	1600-50-2300-60-2660	5500-175-9000	63.187
101.	Asstt. Artist Retoucher	1400-40-1800-50-2300	5000-150-8000	63.187
102.	Senior Artist	1600-50-2300-60-2660	5500-175-9000	63.187
103.	Artist Grade I	1400-40-1800-50-2300	5000-150-8000	63.187
104.	Cameraman	1400-40-1800-50-2300	4500-125-7000 5500-175-9000	63.188
	Military Engineering Service			
105.	Barrack and Stores Officer	2000-60-2300-75-3200-100-3500	6500-200-10500 7500-250-12000	63.195
106.	Supervisor Barrack and Stores Grade I	1400-40-1600-50-2300-60-2600	5500-175-9000	63.195
107.	Supervisor Barrack and Stores Grade II	1200-30-1560-40-2040	5000-150-8000	63.195
108.	Meter Reader HS-II	1200-30-1440-30-1800	4000-100-6000 4500-125-7000	63.195
109.	Administrative Officer Grade I	2375-75-3200-100-3500	7500-250-12000	63.201
	National Cadet Corps			
110.	Under Officer Instructor	1410-40-2090-50-2140	5000-150-8000 5500-175-9000	63.220
111.	Sergeant Major Instructor	1040-25-1290-30-1440	4000-100-6000	63.220
	Rashtriya Indian Military College			
112.	Master	2000-60-2300-75-3200-100-3500	6500-200-10500	63.231
	Security Office			
113.	Chief Supervisor	1640-60-2600-75-2900 + Rs. 150 as spl. pay	6500-200-10500 without spl. pay	63.237
114.	Sr. Reception Officer	1400-40-1800-50-2300	5500-175-9000	63.237

(1)	(2)	(3)	(4)	(5)
	Deptt. of Defence Production and Supplies			
	Ordnance Factories Organization			
115.	Chargeman Grade I (Non-Tech/Stores)	1600-50-2300-60-2660	5500-175-9000	63.252
116.	Chargeman Grade II (Non-Tech/Stores)	1400-40-1800-50-2300	5000-150-8000	63.252
117.	Assistant Staff Officer	2000-60-2300-75-3200 -100-3500	6500-200-10500 7500-250-12000	63.257
	D.G.Q.A.			
118.	Jr. Scientific Officer (JSO)	2000-60-2300-75-3200 -100-3500	7500-250-12000	63.263
119.	Chargeman-I	1600-50-2300-60-2660	5500-175-9000	63.263
120.	Chargeman-II	1400-40-1800-50-2300	5000-150-8000	63.263
121.	S.S.A.	1640-60-2600-75-2900	6500-200-10500	63.263
122.	J.S.A.-I	1400-40-1800-50-2300	5500-175-9000	63.263
123.	J.S.A.-II	1320-30-1560-40-2040	5000-150-8000	63.263
124.	D' Man-I	1600-50-2300-60-2660	5500-175-9000	63.263
125.	D' Man-II	1400-40-1800-50-2300	5000-150-8000	63.263
126.	Sr. Tech. Asstt. (STA)	1640-60-2600-75-2900	6500-200-10500 7450-225-11500	63.264
127.	Tech. Asstt (TA)	1400-40-1800-50-2300	5000-150-8000 5500-175-9000	63.264
	DTD&P (Air)			
128.	Jr. Scientific Officer	2000-60-2300-75-3200 -100-3500	7500-250-12000	63.276
129.	Chargeman Grade-I	1600-50-2300-60-2660	5500-175-9000	63.276
130.	Chargeman Grade-II	1400-40-1800-50-2300	5000-150-8000	63.276
131.	S.S.A.	1640-60-2600-75-2900	6500-200-10500	63.276
132.	J.S.A-I	1400-40-1800-50-2300	5500-175-9000	63.276
133.	J.S.A-II	1320-30-1560-40-2040	5000-150-8000	63.276
134.	D'Man-I	1600-50-2300-60-2660	5500-175-9000	63.276
135.	D'Man-II	1400-40-1800-50-2300	5500-150-8000	63.276
	Defence Research & Development Organization (DRDO)			
136.	Jr. Scientific Officer (JSO)	2000-60-2300-75-3200- -100-3500	7500-250-12000	63.286
137.	Sr. Scientific Asstt. (SSA)	1640-60-2600-75-2900	6500-200-10500	63.286
138.	Jr. Scientific Asstt-I (JSA-I)	1400-40-1800-50-2300	5500-150-8000	63.286
139.	Jr. Scientific Asstt-II (JSA-II)	1320-30-1560-40-2040	5000-150-8000	63.286
140.	Chargeman Grade-I	1600-50-2300-60-2660	5500-175-9000	63.286
141.	Chargeman Grade-II	1400-40-1800-50-2300	5000-150-8000	63.286
142.	D.'Man-I	1600-50-2300-60-2660	5500-175-9000	63.286
143.	D'Man-II	1400-40-1800-50-2300	5000-150-8000	63.286

(1)	(2)	(3)	(4)	(5)
144.	Glass Blower	1320-30-1560-40-2040	4500-125-7000 5000-150-8000 5500-175-9000 6500-200-10500	63.287
145.	Pharmacist	1350-30-1440-40-1800 -50-2200	4500-125-7000 5000-150-8000 5500-175-9000 6500-200-10500	63.291
146.	Artist-cum-Photographer	1600-50-2300-2660	5000-150-8000 5500-175-9000 6500-200-10500	63.293
	Common Categories in Mod.			
147.	Fire Superintendent	1640-60-2600-75-2900	5000-150-8000	55.121
	Naval Headquarters			
148.	Telephone Supervisors	1400-40-1800-50-2300	5000-150-8000	55.274
	Directorate of Public Relations			
149.	Trimmer	775-12-871-14-1025	2650-65-3300-70 -4000	55.189
	Armed Forces Film & Photo Division			
150.	Photo Supervisor	1400-40-1600-50-2300 60-2600	5500-175-9000	55.189
	Defence Research and Development Organisation			
151.	Ferro Printer Gr. II	800-15-1010-20-1150	2650-65-3300 -70-4000 3050-75-3950 -80-4590 4000-100-6000	55.189
	EME Corps			
152.	Poster Artist	950-20-1150-1400	3200-85-4900	55.16
153.	Kitchen Assistant Server, Bearer, Salesman/Vendor	750-12-870-40-940	2610-60-3150 -65-3540	55.31(i)
154.	Cooks	775-12-871-14-1025	3050-75-3950 -80-4590	55.31 (ii)
155.	Assistant Supervisor-c-Cashier/Clerk-c-Cashier	800-15-1010-20-1150	3050-75-3950 -80-4590	55.31 (iii)
156.	Sub Editor (Hindi)	1400-40-1600-50-2300 -60-2600	5500-175-9000	55.58
	A.G's Branch			
157.	Cinema Projectionist	1200-30-1440-30-1800	4500-125-7000	55.230
	Armed Forces Medical Services			
158.	Cinema Projectionist Grade III	950-20-1150-25-1500	4000-100-6000	55.230
159.	Cinema Projectionist Grade I	1200-30-1440-30-1800	4500-125-7000	55.230

(1)	(2)	(3)	(4)	(5)
IX.	**MINISTRY OF ENVIRONMENT AND FORESTS**			
	Secretariat			
	Forestry Division			
1.	Technical Officer (Forestry)	2000-60-2300-EB-75-3200-100-3500	7500-250-12000 6500-200-10500	64.4
2.	Research Investigator (Forestry)	1640-60-2600-EB-75-2900	6500-200-10500 5500-175-9000	64.4
3.	Research Assistant (Forestry)	1400-40-1800-EB-50-2300	5000-150-8000	64.4
	Wild Life Division			
4.	Research Officer	2000-60-2300-EB-75-3200	7500-250-12000	64.5
5.	Wild Life Inspectors/ Research Assistants	1640-60-2600-EB-75-2900	6500-200-10500 5500-175-9000	64.5
6.	Technical Assistant	1400-40-1800-50-2300	5000-150-8000	64.5
	Botanical Survey of India			
7.	Scientific Assistant Level-II	1400-40-1800-50-2300	5000-150-8000	64.10
8.	Orchid Assistant	1400-40-1800-50-2300	5000-150-8000	64.10
9.	Garden Supervisor	1400-40-1800-50-2300	5000-150-8000	64.10
10.	Junior Scientific Assistant	1320-30-1560-40-2040	4500-125-7000	64.10
11.	Technical Assistant (Plant Chemistry Stream)	1400-40-1800-50-2300	5000-150-8000	64.10
12.	Scientific Assistants Level II/Orchid Assistants/ Garden Supervisors	1400-40-1800-EB-50-2300	5000-150-8000	64.10
13.	Office Superintendent	1600-50-2300-50-2660	5500-175-9000	64.12
14.	Head Assistant	1400-40-1800-50-2300	5000-150-8000	64.12
15.	Artist Grade II	1200-30-1560-40-2040	5000-150-8000	64.15
16.	Artist Grade I	1350-30-1440-40-1800-50-2200	5000-150-8000	64.15
17.	Senior Artist	1400-40-1800-50-2300	6500-175-9000	64.15
18.	Chief Artist	1640-60-2600-75-2900	6500-200-10500	64.15
19.	Photographer	1200-30-1560-40-2040	4000-100-6000	64.16
20.	Senior Photographer	1400-40-1800-50-2300	4500-125-7000 5000-150-8000	64.16
	Forest Survey of India			
21.	Senior Tech. Asstt.	1640-60-2600-75-2900	5500-150-9000 6500-200-10500	64.24
22.	Jr. Technical Assistant	1400-40-1800-50-2300	5000-150-8000	64.24
	National Zoological Park			
23.	Assistant Veterinary Officer	2000-60-2300-75-3200-100-3500	8000-275-13500	64.35
24.	Biological Assistant	1400-40-1800-50-2300	5000-150-8000	64.36

(1)	(2)	(3)	(4)	(5)
	Zoological Survey of India			
25.	Asstt. Zoologist	2000-60-2300-EB-75-3200 -100-3500	7500-250-12000 6500-200-10500	64.41
26.	Junior Draftsmen	975-25-1150-30-1540	4000-100-6000	64.42
27.	Photographer	950-20-1150-25-1500	4000-100-6000	64.43
28.	Senior Photographer	1200-30-1440-30-1800	4500-125-7000	64.43
29.	Junior Taxidermist	1200-30-1560-40-2040	4500-125-7000	64.44
30.	Taxidermist	1400-40-1800-50-2300	5500-175-9000	64.44
31.	Senior Taxidermist	1640-60-2600-75-2900	6500-200-10500	64.44
X.	**MINISTRY OF EXTERNAL AFFAIRS**			
	Central Passport Organisation			
1.	Superintendent	1640-60-2600-75-2900	5500-175-9000 6500-200-10500	65.23
2.	Assistant	1400-40-1800-50-2300	5000-150-8000	65.27
3.	Stenographer Gr. III	1200-30-1560-40-2040	4000-100-6000 5000-150-8000	65.28
XI.	**MINISTRY OF FINANCE**			
	Department of Economic Affairs			
	India Govt. Mints			
1.	Assistant Engineer Assistant Melter Chargeman	1400-40-1800-50-2300	5500-175-9000	66.11*
2.	Junior Draughtsman	975-25-1150-30-1540	4000-100-6000	66.12
	Senior Draughtsman	1200-30-1560-40-2040	4500-125-7000 5000-150-8000	
3.	Engraver Gde. III	950-20-1150-25-1400	4000-100-6000	66.20
	Engraver Gde. II	1150-25-1500	4500-125-7000	
	Engraver Grade I	1320-30-1560-40-2040	5000-150-8000	
	Chargeman (Engraver)	1400-40-1800-50-2300	5500-175-9000	
	Assistant Artist Engraver	1400-40-1600-50-2300 -60-2600	5500-175-9000	
4.	Assistant Assay Superintendent	1640-60-2600-75-2900	6500-200-10500	66.22
5.	Head Laboratory Man in India Govt. Mint. Mumbai	1200-30-1440-30-1800	4000-100-6000	66.23
	Bank Note Press. Dewas			
6.	Assistant Inspector (Control) Senior Operator Technical Assistant Retoucher	1400-40-1800-50-2300	5000-150-8000	66.51
7.	Inspector (Control) Dy. Technical Officer Engraver Junior Artists	1600-50-2300-60-2660	5500-175-9000	66.51

(1)	(2)	(3)	(4)	(5)
8.	Dy. Works Engineer	1600-50-2300-60-2660	5000-150-8000 5500-175-9000	66.52
9.	Senior Operator	1400-40-1800-EB-50-2300	5000-150-8000	55.221
10.	Deputy Tech Officer	1600-50-2300-EB-60-2660	5500-175-9000	55.221
	Security Printing Press, Hyderabad			
11.	Assistant Inspector (Control) Senior Operator Technical Assistant Retoucher	1400-40-1800-50-2300	5000-150-8000	66.55
12.	Inspector (Control) Dy. Technical Officer Engraver Junior Artists	1600-50-2300-60-2660	5500-175-9000	66.55
13.	Asstt. Works Engineer	1400-40-1800-50-2300	5000-150-8000	66.56
14.	Dy. Works Engineer	1600-50-2300-60-2660	5500-175-9000	66.56
15.	Works Engineer	2000-60-2300-75-3200--100-3500	6500-200-10500 8000-275-13500	66.56
16.	Canteen and Sanitary Supervisor	1350-30-1440-40-1800-50-2200	5000-150-8000	66.58
17.	Foreman (Auto)	1350-30-1440-40-1800 50-2200	5000-150-8000	66.59
18.	Jr. Machine Asstt.	825-15-900-EB-20-1200	3050-75-3950-80-4590	55.221
19.	Sr. Machine Asstt.	950-20-1150-EB-25-1400	4000-100-6000	55.221
20.	Machine Minder Grade II	1150-25-1500	4500-125-7000	55.221
21.	Machine Minder Grade I	1320-30-1560-EB-40-2040	5000-150-8000	55.221
22.	Foreman (Printing)	1350-30-1440-40-1800-EB-50-2200	5500-175-9000	55.221
23.	Plate Maker Gr. II	1150-25-1500	4000-100-6000	55.221
24.	Plate Maker Gr. I	1320-30-1560-40-2040	4500-125-7000	55.221
25.	Camera Operator	1350-30-1440-40-1800-EB-50-2200	5000-150-8000	55.221
26.	Asstt Tech. Officer	1400-40-1800-EB-50-2300	5000-150-8000	55.221
27.	Deputy Tech. Officer	1600-50-2300-EB-60-2660	5500-175-9000	55.221
	India Security Press, Nasik			
28.	Assistant Supervisor	1400-40-1800-EB-50-2300	5000-150-8000	55.221
29.	Junior Supervisor	1600-50-2300-EB-60-2660	5500-175-9000	55.221
	Budget Press			
30.	Machine Operator	1400-40-1800-EB-50-2300	5000-150-8000	55.221
31.	Dy Manager (Press)	2000-60-2300-EB-75-3200-100-3500	7500-250-12000	55.221
32.	Press Asstt (Maintenance)	1400-40-1800-EB-50-2300	5000-150-8000	55.221

(1)	(2)	(3)	(4)	(5)
	National Savings Organisation			
33.	District Savings Officer	1400-40-1800-50-2300-60-2600	5500-175-9000	66.71
34.	Dy. Regional Director	2000-60-2300-75-3500	6500-200-10500 7500-250-12000	66.74 (b)
	Subordinate India Economic Service			
35.	Junior Economic Investigator/ Junior Research Assistant (Eco)	1400-400-1800-50-2300	5000-150-8000	66.87
36.	Senior Economic Investigator	1640-60-2300-75-2900	6500-200-10500	66.87
	Department of Revenue :			
	Central Board of Direct Taxes			
37.	Supervisor Grade I	2000-60-2300-75-3200	6500-200-10500 7500-250-12000 10000-325-15200	66.110
38.	Supervisor Grade II	1600-50-2300-60-2660	5500-175-9000	66.110
29.	Notice Server	800-15-1010-20-1150	2750-70-3800-75-4400 (with two advance increments)	66.111
	Directorate of Revenue Intelligence			
40.	Scaleman/Koyalman	750-12-870-14-940	2610-60-3150-65-3540	66.135
	Telecommunication Wing			
41.	Radio Operator (Operation Stream)	1320-30-1560-40-2040	4500-125-7000	66.141
42.	Supervisor (Operation stream)	1400-40-1800-50-2300	5000-150-8000	66.142
43.	Cipher Operator	1350-30-1440-40-1800-50-2200	4500-125-7000 5000-150-8000	66.142
44.	Communication Asstt. (Operation Stream)	1400-40-1600-50-2300 60-2600	5500-175-9000	66.143
45.	Cipher Assitants (Cipher Stream)	1400-40-1600-50-2300-60-2600	5500-175-9000	66.143
	Central Revenue Control Laboratories			
46.	Chemical Asst. Grade II	1400-40-1800-50-2300	5000-150-8000	66.164
47.	Laboratory Attender	950-20-1150-25-1500	3050-75-3950-80-4590 4000-100-6000	66.165
	Enforcement Directorate			
48.	Chief Enforcement Officer	2000-60-2300-75-3200-100-3500	7500-250-12000	66.172 (b)

(1)	(2)	(3)	(4)	(5)
	Narcotics Control Bureau			
49.	Superintendent	2000-60-2300-75-3200-100-3500+spl. pay	7500-250-12000	66.180
50.	Operator (Telecom)	1320-30-1560-40-2040	4500-125-7000	66.182
	Central Bureau of Narcotics			
51.	Inspectors	1400-40-1800-50-2300	5000-150-8000	66.197
	Customs and Central Excise Department			
	Marine Staff			
52.	Skipper Mate	1600-50-2300-EB-60-2660	6500-200-10500	55.167
XII.	**MINISTRY OF FOOD**			
	Department of Food Procurement and Distribution			
1.	Technical Assistant (S&R)	1400-40-1800-50-2300	5000-150-8000	67.17
XIII.	**MINISTRY OF FOOD PROCESSING INDUSTRIES**			
	Rice Mills Division			
1.	Technical Asstt.	1400-40-1800-50-2300	5000-150-8000	68.7
2.	Technical Officer	1640-60-2600-75-2900	6500-200-10500	68.7
	Fisheries Division			
3.	Sr. Technical Assistant	1640-60-2600-75-2900	6500-200-10500	68.9
4.	Tech. Asst. (Fisheries)	1400-40-1800-50-2300	5000-150-8000	68.9
5.	Research Investigator	1400-40-1800-50-2300	5000-150-8000	68.9
	Directorate of Fruit and Vegetable Preservation			
6.	Inspector	1600-50-2300-60-2660	5500-175-9000	68.15
7.	Jr. Inspecting Officer	1640-60-2600-75-2900	6500-200-10500	68.15
	Fishery Survey of India			
8.	Scientific Assistant	1400-40-1800-50-2300	5000-150-8000	68.22
9.	Sr. Scientific Asst.	1640-60-2600-75-2900	5500-175-9000 6500-200-10500	68.22
10.	Jr. Fishery Scientist	2000-60-2300-75-3200-100-3500	7500-250-12000	68.22
XIV.	**MINISTRY OF HEALTH & FAMILY WELFARE**			
	Nutrition and Iodine Deficiency Cell			
1.	Technical Assistant/ Junior Investigator.	1400-40-1800-50-2300	5000-150-8000	69.11
	Prevention of Food Adulteration Division			
2.	Techinical Asstt/Food Inspector	1400-40-1800-50-2300	5000-150-8000	69.14
	All India Institute of Hygiene and Public Health, Calcutta			
3.	Rural Medical Officer of Health	2000-60-2300-75-3200	8000-275-13500	69.22
4.	Field Instructor (Medical)	2000-60-2300-75-3200	8000-275-13500	69.22
5.	Asstt. Medical Officer (VD)	2000-60-2300-75-3200	8000-275-13500	69.22
6.	Asstt. Bacteriologist	2000-60-2300-75-3200	8000-275-13500	69.22

(1)	(2)	(3)	(4)	(5)
7.	Research Asstt. (Medical)	2000-60-2300-75-3200	8000-275-13500	69.22
8.	Lady Medical Officer	2000-60-2300-75-3200	8000-275-13500	69.22
9.	Medical Officer	2000-60-2300-75-3200	8000-275-13500	69.22
10.	Non-medi. Demonstrators	1640-60-2600-75-2900	6500-200-10500	69.23
11.	Tutor Dietician	2000-60-2300-EB-75-3200-100-3500	8000-275-13500	69.24
	Central Research Institute, Kasauli			
12.	Veterinary Asstt. Surgeon	2000-60-2300-EB-75-3200-100-3500	8000-275-13500	69.29
13.	Technical Supervisor	1400-40-1800-50-2300	5000-150-8000	69.31
14.	Technical Supervisor (Electrical)	1400-40-1800-50-2300	5000-150-8000	69.31
15.	Asstt. Tech. Officer	1640-60-2600-EB-75-2900	6500-200-10500	69.31
16.	Laboratory Technician	1200-30-1560-40-2040	4000-100-6000 4500-125-7000	69.31
	National Tuberculosis Institute			
17.	Veterinarian	2000-60-2300-EB-75-3200-100-3500	8000-275-13500	69.36
18.	Field Investigator (Epidemiology Division)	1350-30-1440-40-1800-50-2200	5000-150-8000	69.37
19.	Investigator/ Team Leader	1400-40-1800-50-2300	5500-175-9000	69.37
20.	Senior Investigator	1640-60-2600-75-2900	6500-200-10500	69.37
	Rajkumari Amrit Kaur College of Nursing			
21.	Senior Tutor	2000-60-2300-75-3200	7500-250-12000	69.44
22.	Physical Training Instructor	1400-40-1600-50-2300-60-2600	5500-175-9000	69.44
23.	Assistant Home Sister	1400-40-1800-50-2300	5000-150-8000	69.45
24.	Home Sister	1400-40-1800-50-2300	5500-175-9000	69.45
	Central Drug Laboratories			
25.	Jr. Scientific Officer/ Associate Pharma-chemist/Technical Officer	2000-60-2300-EB-75-3200-100-3500	7500-250-12000	69.54
26.	Research Assistant/Sr. Scientifc Assistant	1640-60-2600-75-2900	6500-200-10500	69.55
27.	Jr. Scientific Asstt.	1400-40-1800-50-2300	5000-150-8000	69.56
	Medical Stores Organisation			
28.	Jr. Scientific Asstt.	1400-40-1800-50-2300/ 1320-30-1560-40-2040	5000-150-8000	69.53
29.	Assistant Chemist	1600-50-2300-60-2660/ 1400-40-1800-50-2300	5500-175-9000	69.63
30.	Sr. Scientific Asstt	1640-60-2600-75-2900	6500-200-10500	69.63
31.	Stores Superintendent	1400-40-1800-50-2300	5000-150-8000	69.64
32.	Sr. Stores Supdt.	1600-50-2300-60-2660	5500-175-9000	69.64

(1)	(2)	(3)	(4)	(5)
	Port/Air Port Health Organization			
33.	Sanitary Inspector	1200-30-1560-40-2040	4000-100-6000 4500-125-7000 5000-150-8000	69.70
	Safdarjung Hospital, New Delhi :			
	Regional STD Teaching, Training and Research Centre			
34.	Health Educator	1400-40-1800-50-2300	5000-150-8000	69.76
	National Malaria Eradication Programme			
35.	Malaria Supervisor	1640-60-2600-EB-75-2900	6500-200-10500	69.84
36.	Research Asstt.	1400-40-1800-EB-50-2300	5500-175-9000	69.84
37.	Lab. Technician	1320-30-1560-EB-40-2040	5000-150-8000	69.84
38.	Lab. Assistant	975-25-1150-30-1540	4000-100-6000 4500-125-7000	69.84
	Central Food Research and Standardisation Laboratory			
39.	Technical Assistant	1400-40-1800-50-2300	5000-150-8000	69.91
	Pharmacopoeia Laboratory for Indian Medicines			
40.	Sr. Laboratory Asstt	1320-30-1560-40-2040	4500-125-7000	69.105
41.	Jr. Scientific Asstt	1400-40-1800-50-2300	5000-150-8000	69.105
	Regional Leprosy Training and Research Institute, Orissa :			
	Common Category EDP Staff			
42.	Computer	950-20-1150-EB-25-1500	4000-100-6000	55.115
XV.	**MINISTRY OF HOME AFFAIRS**			
	Registrar General of India			
1.	Map Analyst (Geography/Drawing)	2000-60-2300-75-3200-100-3500	7500-250-12000	70.8
2.	Sr. Drawing Assistant	1640-60-2600-75-2900	6500-200-10500	70.8
3.	Sr. Artist, Artist/ Senior Draughtsman	1600-50-2300-60-2660	5500-175-9000	70.8
4.	Draughtsman	1400-40-1800-50-2300	5000-150-8000	70.8
5.	Data Processing Assistant Gr. A	1600-50-2300-60-2660	5500-175-9000	70.8
6.	Junior Supoervisor	1400-40-1800-50-2300	5000-150-8000	70.8
7.	Data Entry Operator Gr. A	1150-25-1500	4000-100-6000	70.8
8.	Sr. TA (Printing)	1600-50-2300-60-2660	5500-175-9000	70.8
9.	Printing Inspector	1400-40-1800-50-2300	5000-150-8000	70.8
10.	Proof Reader	1200-30-1440-30-1800	4500-125-7000	70.8
11.	Investigator Statistical Social Study	1640-60-2600-75-2900	5500-175-9000 6500-200-10500	70.8
12.	Statistical Asst.	1400-40-1800-50-2300	4500-125-7000 5000-150-8000	70.8
	Central Para Military Forces			
13.	Constable	825-15-900-20-1200 (with two advance increments)	2750-70-3800-75-4400 (with two advance increments)	70.22

(1)	(2)	(3)	(4)	(5)
14.	Lance Naik	825-15-900-20-1200 (Plus Rs. 15 Special pay)	3050-75-3950-80-4590 (without Special pay)	70.22
15.	Sub Inspector	1400-40-1800-50-2300	5000-150-8000	70.22
	Intelligence Bureau			
16.	Dy. Central Intelligence Officer	2000-60-2300-75-3200-100-3500	8000-275-13500-	70.54
17.	Assistant Technical Officer	2000-60-2300-75-3200-100-3500	6500-200-10500 8000-275-13500	70.59
	Secretariat Security Force			
18.	Chief Supervisor	1640-60-2600-75-2900 plus Rs. 150 Special Pay	7500-250-12000 without Special pay	70.106
19.	Supervisor	1640-60-2600-75-2900	6500-200-10500	70.106
20.	Senior Reception Officer	1400-40-1800-50-2300	5500-175-9000	70.106
	Department of Official Language :			
	Central Secretariat Official Language Services			
21.	Assistant Director	2000-60-2300-75-3200-100-3500	6500-200-10500 7500-250-12000	70.121
	Central Hindi Training Institute Including Hindi Teaching Scheme			
22.	Hindi Pradhyapak	1640-60-2600-75-2900	6500-200-10500	70.124
23.	Assistant Director	2000-60-2300-75-3200-100-3500	7500-250-12000	70.124
	Central Translation Bureau			
24.	Technical Assistant	1400-40-1800-50-2300	5500-175-9000	70.127
25.	Senior Translator	1640-60-2600-75-2900	6500-200-10500	70.127
26.	Translation Officer	2000-60-75-3200 100-3500	7500-250-12000	70.127
	Legislative Department Min. of Law and Justice			
27.	Translator	1600-50-2300-60-2660	5500-175-9000	70.130
	AFHQ/Inter Service Organisations			
28.	Translation Officer	2000-60-2300-75-3200-100-3500	6500-200-10500 7500-250-12000	70.132
	Census Commissioner and Registrar General, India :			
	Electronic Data Processing Staff			
29.	Data Entry Operator Grade 'A'	1150-25-1500	4000-100-6000	55.103
30.	Junior Supervisor	1400-40-1800-EB-50-2300	5000-150-8000	55.103
31.	Data Processing Assistant II	1600-50-2300-EB-60-2660	5500-175-9000	55.103
XVI.	**MINISTRY OF HUMAN RESOURCE DEVELOPMENT**			
	Department of Education			
1.	Technical Assistant	1400-40-1800-50-2300	5500-175-9000	71.10
2.	Senior Artist	1600-50-2300-60-2600	5500-175-9000	71.11
3.	Artist	1400-40-1800-50-2300	5000-150-8000	71.11

(1)	(2)	(3)	(4)	(5)
	Central Institute of Indian Languages, Mysore			
4.	Research Assistant	1640-60-2600-EB-75-2900	6500-200-10500	71.14
	Commission for Scientific and Technical Terminology			
5.	Research Assistant	1640-60-2600-EB-75-2900	6500-200-10500	71.16
6.	Assistant Education Officer	2000-60-2300-EB-75-3200-100-3500	7500-250-12000	71.16
7.	Scientific Officer	2000-60-2300-EB-75-3200-100-3500	7500-250-12000	71.16
	Central Hindi Directorate			
8.	Research Assistant	1640-60-2600-EB-75-2900	6500-200-10500	71.17
9.	Assistant Education Officer	2000-60-2300-EB-75-3200	7500-250-12000	71.17
	Department of Youth Affairs and Sports			
10.	Youth Assistant Grade I	1600-50-2300-EB-60-2660	5550-175-9000	71.19
	Food and Nutrition Board			
11.	Demonstrators	1400-40-1800-EB-50-2300	5000-150-8000	71.25
12.	Technical Assistant	1400-40-1800-EB-50-2300	5000-150-8000	71.25
13.	Assistant Chemist	1400-40-1800-EB-50-2300	5000-150-8000	71.25
14.	Demonstration Officer/ Senior Technical Asstt/ Chemist	1640-60-2600-EB-75-2900	5500-175-9000 6500-200-10500	71.25
	Department of Culture.			
	Archaeological Survey of India			
15.	Conservation Assistant Gde. I	1400-40-1800-EB-50-2300	5000-150-8000	71.37
16.	Senior Conservation Assistant	1600-50-2300-EB-60-2660	5500-175-9000	71.37
17.	Chemical Assistant	1400-40-1800-EB-50-2300	5500-175-9000	71.38
18.	Jr. Mechanic	775-12-871-14-955-15-1030-20-1150	3050-75-3950-80-4590	71.45
	National Research Laboratory for Conservation of Cultural Property, Lucknow			
19.	Repairer	950-20-1150-25-1500	4000-100-6000	71.54
	National Archives of India, New Delhi.			
20.	Assistant Chemist Grade II	1400-40-1800-EB-50-2300	5000-150-8000	71.61
21.	Assistant Micro Photographist Grade II	1400-40-1800-EB-50-2300	5000-150-8000	71.61
22.	Foreman (Mechanical)	1400-40-1800-EB-50-2300	5000-150-8000	71.63
	National Museum			
23.	Technical Assistant	1400-40-1800-EB-50-2300	5500-175-9000	71.67
24.	Curatorial Associate	1400-40-1800-EB-50-2300	5500-175-9000	71.67

(1)	(2)	(3)	(4)	(5)
25.	Museum Lecturer	1400-40-1800-EB-50-2300	5500-175-9000	71.69
26.	Curator, Dr. Zakir Hussain Museum	1400-40-1800-EB-50-2300	5500-175-9000	71.69
27.	Sr. Museum Lecturer	1640-60-2600-EB-75-2900	6500-200-10500	71.69
28.	Chemical Assistant	1400-40-1800-EB-50-2300	5500-175-9000	71.69
29.	Modeller	1400-40-1800-EB-50-2300	5000-150-8000	71.74
	Anthropological Survey of India			
30.	Sr. Technical Assistant	1400-40-1800-EB-50-2300	5500-175-9000	71.82
31.	Jr. Technical Assistant (Bio-Chemistry & Psychology)	1200-30-1560-EB-40-2040	5000-150-8000	71.82
32.	Sound Technician	1400-40-1800-EB-50-2300	5000-150-8000	71.83
	National Gallery of Modern Art			
33.	Mount Cutter	1200-30-1440-30-1800	4500-125-7000	71.88
34.	Technical Assistant	1400-40-1800-EB-50-2300	5000-150-8000	71.89
35.	Guide Lecturer	1400-40-1800-EB-50-2300	5000-150-8000	71.89
36.	Programme Assistant	1400-40-1800-EB-50-2300	5000-150-8000	71.89
37.	Publication Assistant	1400-40-1800-EB-50-2300	5000-150-8000	71.89
XVII. MINISTRY OF INDUSTRY				
1.	Salt Superintendent	2000-60-2300-EB-75-3200 -100-3500	6500-200-10500 8000-275-13500	72.23
2.	Inspector of Salt	1400-40-1800-EB-50-2300	5000-150-8000	72.26
3.	Overseer/Surveyor	1400-40-1800-EB-50-2300	5000-150-8000	72.27
	Patent Office			
4.	Legal Assistant	1400-40-1800-EB-50-2300	5500-175-9000	72.33
5.	Technical Assistant	1400-40-1800-EB-50-2300	5000-150-8000	72.35
	Office of the Development Commissioner Small Industries Development Organisation (SIDO)			
6.	Investigator	1400-40-1800-EB-50-2300	5000-150-8000	72.68
7.	Tracers	975-25-1150-EB-30-1540	4000-100-6000	72.75
	Integrated Training Centre (Industries) Nilokheri			
8.	Craft Teachers	1350-30-1440-40-1800-EB-50-2200	5000-150-8000	72.86
XVIII. MINISTRY OF INFORMATION AND BROADCASTING				
1.	Indian Information Service Group 'B' (Junior Grade)	1400-40-1600-50-2300-60-2600	5500-175-9000	73.7
	Directorate of Field Publicity			
2.	Programme Executive/Producer	2000-60-2300-75-3200-100-3500	6500-200-10500 7500-250-12000	73.12
3.	Transmission Executive	1400-40-1600-50-2300-60-2600	5000-150-8000 5500-175-9000	73.12
	All India Radio & Doordarshan			
4.	Senior Technician	1320-30-1560-40-2040	4500-125-7000	73.18
	Audience Research Unit			
5.	Statistical computer	1200-30-1560-40-2040	4500-125-7000	73.22

(1)	(2)	(3)	(4)	(5)
6.	Investigator/Statistical Assistant	1400-40-1800-50-2300	5000-150-8000 5500-175-9000	73.22
7.	Senior Investigator Research Asstt.	1640-60-2600-75-2900	6500-200-10500 7500-250-12000	73.22
	Camera Wing Doordarshan			
8.	Cameraman Grade I	2375-75-3200-100-3500	8000-275-13500	73.51
	Films Division			
9.	Asstt. projection Room Operator	950-20-1150-25-1400	3050-75-3950-80-4590 4000-100-6000	55.230
10.	Projection Room Operator	1350-30-1440-40-1800-50-2200	4500-125-7000 5000-150-8000	55.230
	Camera Wing			
11.	Chief Cameraman/ Cameraman (CFU)	2375-75-3200-100-3500	7500-250-12000	73.54
12.	Assistant Cameraman	1400-40-1800-50-2300	5000-150-8000	73.54
13.	Photographer	950-20-1150-25-1500	4000-100-6000	73.54
	Newsreel Cadre			
14.	Newsreel Officer	2375-75-3200-100-3500	7500-250-12000	73.54
	Cartoon Film Unit			
15.	In-between Animator	2375-75-3200-100-3500	7500-250-12000	73.54
16.	Asstt. Layout Artist/ Asstt. Background Artist/Story Illustrator	1600-50-2300-60-2660	5500-175-9000	73.54
17.	Artist Grade I	1400-40-1800-50-2300	5000-150-8000	73.54
18.	Artist Grade II	1320-30-1560-40-2040	4500-125-7000	73.54
	Editing Cadre			
19.	Chief Editor	2375-75-3200-100-3500	7500-250-12000	73.54
20.	Asstt. Editor Gde. I	1400-40-1800-50-2300	5000-150-8000	73.54
21.	Asstt. Editor Gde. II	950-20-1150-25-1400	4500-125-7000	73.54
	Production Wing			
22.	Production Manager	2375-75-3200-100-3500	7500-250-12000	73.54
23.	Assistant Director	1640-60-2600-EB-75-2900	5500-175-9000 6500-200-10500	73.54
24.	Unit Manager	1400-40-1800-50-2300	5000-150-8000	73.54
	Laboratory Wing			
25.	Lab Engineer	2375-75-3200-100-3500	7500-250-12000	73.54
26.	Assistant Maintenance Engineer	1400-40-1800-50-2300	5000-150-8000	73.54
	Distribution Wing			
27.	Branch Manager	2000-60-2300-EB-75-3200	6500-200-10500 7500-250-12000	73.54
28.	Salesman	1400-40-1800-50-2300	5000-150-8000	73.54
29.	Sr. Booker	1200-30-1560-40-2040	4500-125-7000	73.54

(1)	(2)	(3)	(4)	(5)
	Directorate of Field Publicity			
30.	Filed Publicity Asstt.	1350-30-1440-40-1800-50-2200	4500-125-7000 5000-150-8000	73.60
31.	Technical Assistant	1400-40-1800-EB-50-2300	5500-175-9000	73.60
	Directorate of Advertising & Visual Publicity (DAVP)			
32.	Junior Technical Assistant (Coder)	1400-40-1800-50-2300	5000-150-8000	73.67
33.	Chief Modeller	2375-75-3200-100-3500	7500-250-12000	73.76
34.	Senior Artist	2000-60-2300-75-3200-100-3500	6500-200-10500 7500-250-12000	73.76
35.	Lettering Artist	950-20-1150-25-1500	3200-85-4900	66.16
	Publication Division			
36.	Sub-Editor	1400-40-1600-50-2300/ 1400-40-1600-50-2300-60-2600/ 1640-60-2600-75-2900	5500-175-9000	55.58
	Song & Drama Division			
37.	Assistant Drama Producer	1400-40-1600-50-2300-60-2600	5500-175-9000	73.86
38.	Junior Instrumentalist	975-25-1150-30-1660	4500-125-7000	73.86
39.	Stage Artist/ Training Assitant	975-25-1150-30-1660	4000-100-6000	73.86
40.	Assistant Director	2000-60-2300-75-3200-100-3500	7500-250-12000	73.92
XIX.	**MINISTRY OF LABOUR**			
	Directorate General of Employment and Training			
1.	Senior Investigator	1640-60-2600-EB-75-2900	6500-200-10500	74.13
2.	Junior Investigator	1400-40-1800-EB-50-2300	5500-175-9000	74.13
	Directorate General of Factory Advice Service and Labour Institutes			
3.	Administrative Officer	2000-60-2300-EB-75-3200-100-3500	7500-250-12000	74.16
	Labour Bureau			
4.	Investigators Grade I	1640-60-2600-EB-75-2900	6500-200-10500	74.18
5.	Investigators Gr. II	1400-40-1800-EB-50-2300	5500-175-9000	74.18
	Directorate General of Mines Safety			
6.	Hindi Officers	2000-60-2300-EB-75-3200-100-3500	7500-250-12000	74.29
7.	Legal Assistant	1400-40-1800-EB-50-2300	5500-175-9000	74.30
	Industrial Tribunals-cum-Labour Courts			
8.	Secy. to Industrial Tribunal-cum-Labour Courts	1400-40-1800-EB-50-2300 (Special pay of Rs. 80 p.m.)	5000-150-8000 (Special pay to be withdrawn)	74.34
XX.	**MINISTRY OF LAW, JUSTICE AND COMPANY AFFAIRS**			
	Department of Legal Affairs			
1.	Litigation Assistant	1400-40-1800-EB-50-2300	5000-150-8000	75.8
2.	Assistant Legal	1640-60-2600-EB-75-2900	6500-200-10500	75.8

(1)	(2)	(3)	(4)	(5)
3.	Superintendent Legal	2375-75-3200-EB-100-3500	7500-230-12000	75.8
	Legislative Department			
4.	Sub Editor	2000-60-2300-EB-75-3200	6500-200-10500 7500-250-12000	75.17
5.	Business Executive	1600-50-2300-EB-60-2660	5500-175-8000	75.17
6.	Sales Assistant	1400-40-1800-EB-50-2300	5000-150-8000	75.17
	Department of Company Affairs			
7.	Jr. Technical Asstt.	1400-40-1800-EB-50-2300	5000-150-8000	75.22
8.	Statistical Assistant	1400-40-1800-EB-50-2300	5000-150-8000	75.23
9.	Company Prosecutor Grade III	1400-40-1800-EB-50-2300	5500-175-9000	75.24
10.	Company Prosecutor Grade II	1640-60-2600-EB-75-2900	6500-200-10500	75.24
XXI.	**MINISTRY OF MINES**			
	Geological Survey of India			
1.	Administrative Officer	2000-60-2300-EB-75-3200-100-3500	6500-200-10500 8000-275-13500	76.12
2.	Senior Technical Assistant	1640-60-2600-EB-75-2900	6500-200-10500	76.14
3.	Laboratory Assistant	1200-30-1560-EB-40-2040	4500-125-7000	76.14
4.	Asstt Geologist/Geochemist/Geophysicist	2000-60-2300-EB-75-3200-100-3500	7500-250-12000	76.14
5.	Junior Technical Asstt.	1400-40-1800-EB-50-2300	5000-150-8000	76.14
6.	Technical Operator	800-15-1010-EB-20-1150	3050-75-3950-80-4590	76.14
7.	Superintendent	1600-50-2300-EB-60-2660	5500-175-9000	76.15
8.	Assistant	1400-40-1800-EB-50-2300	5000-150-8000	76.15
9.	Stores Officer	2000-60-2300-75-3200-100-3500	6500-200-10500 7500-250-12000	55.252
	Indian Bureau of Mines			
10.	Senior Technical Assistant (Survey)	1600-50-2300-EB-60-2660	5500-175-9000	76.25
11.	Electrical Supervisor	1200-30-1560-EB-40-2040	4000-100-6000 4500-125-7000	76.26
XXII.	**MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS.**			
1.	Proof Reader	1200-30-1560-EB-40-2040	5500-175-9000	79.5
	Lal Bahadur Shastri National Academy of Administration			
2.	Language Instructor	1640-60-2600-EB-75-2900	6500-200-10500	79.9
3.	Assistant Riding Instructor	1320-30-1560-40-2040	4500-125-7000	79.11
	Institute of Secretariat Training & Management			
4.	Artist	1400-40-1800-EB-50-2300	5000-150-8000	79.21
	Department of Administrative Reforms and Public Grievances			
5.	Asstt.-cum-Accountant	1400-40-1800-EB-50-2300	5500-175-9000	79.47

(1)	(2)	(3)	(4)	(5)
XXIII.	**MINISTRY OF PLANNING & PROGRAMME IMPLEMENTATION**			
	National Sample Survey Organisation			
1.	Superintendents, FOD Division	1640-60-2300-75-2900	6500-200-10500	81.15
2.	Investigators, FOD	1400-40-1800-50-2300	5000-150-8000	81.16
3.	Asstt. Supdts., FOD	1600-50-2300-60-2660	5500-175-9000	81.16
4.	Jr. Statistical Investigator/ Statistical Asstt.	1400-40-1800-50-2300	5000-150-8000	81.17
5.	Sr. Statistical Investigator/Asstts.	1640-60-2300-75-2900	6500-200-10500	81.17
6.	Office Supdt. Gr. II	1600-50-2300-60-2660	5500-175-9000	81.18
7.	Binder, SDRD, NSSO	775-12-871-14-1025	2750-70-3800 75-4400	81.20
	Department of Programme Implementation			
8.	Economic Investigator Grade I	1640-60-2300-75-2900	6500-200-10500	81.24
	Department of Planning			
	National Informatics Centre			
9.	Tradesman 'A'	1150-25-1500	4000-100-6000	55.81
10.	Tradesman 'B'	1320-30-1560-EB-40-2040	4500-125-7000	55.81
11.	Tradesman 'C'	1400-40-1800-EB-50-2300	5000-150-8000	55.81
12.	Tradesman 'D'	1600-50-2300-EB-60-2660	5500-175-9000	55.81
XXIV.	**MINISTRY OF POWER**			
	Central Electricity Authority			
1.	Upper Division Clerk	1200-30-1560-EB-40-2040 (+Spl. Pay for arduous duty)	4000-100-6000 5000-150-8000	82.8
XXV.	**MINISTRY OF SCIENCE AND TECHNOLOGY**			
	Indian Meteorological Department			
1.	Professional Asstt.	1640-60-2660-75-2900	6500-200-10500	85.13
2.	Assistant Meteorologist	2000-60-2300-75-3200-100-3500	7500-250-12000	85.13
3.	Scientific Assistant	1400-40-1800-50-2300	5500-175-9000	85.13
4.	Senior Observer	1320-30-1560-40-2040	5000-150-8000	85.13
5.	Lab Assistant/Observer	975-25-1150-30-1540	3200-85-4900 4000-100-6000 4500-125-7000	85.13
	National Atlas and Thematic Mapping Organisation			
6.	Technical Asstt./ Geographical Assistant	1400-40-1800-50-2300	5000-150-8000	85.19
7.	Jr. Geographical Asstt./ Computer	1200-30-1560-40-2040	4500-125-7000	85.19
	Survey of India			
8.	Supdt. (Circle Office)	1600-50-2300-60-2660	5500-175-9000	85.29
9.	Head Clerk/Assistant	1400-40-1800-50-2300	5000-150-8000	85.29

(1)	(2)	(3)	(4)	(5)
10.	Surveyor	1400-40-1600-50-2300-60-2600 + Rs. 100 Spl. Pay to 30% posts	5000-150-8000 5500-175-9000	85.30
11.	Stores Assistant	1350-30-1440-40-1800-50-2200	5000-150-8000	85.31
XXVI.	**MINISTRY OF SURFACE TRANSPORT**			
	Roads Wing			
1.	Project Computer	1400-40-1800-EB-50-2300	5000-150-8000	87.6
2.	Head Project Computer	1600-50-2300-EB-60-2660	5500-175-9000	87.6
	Directorate General of Border Roads			
3.	Mates	775-12-871-14-1025	2650-65-3300-70-4000	87.16
	Director General of Lighthouses and Lightships			
4.	Jr. Engineers	1600-50-2300-EB-60-2660	5000-150-8000 5500-175-9000	87.42
5.	Technicians	1400-40-1800-EB-50-2300	4500-125-7000 5500-175-9000	87.44
6.	Draughtsman Grade II	1200-30-1560-EB-40-2040	5000-150-8000	87.45
7.	Draughtsman Grade I	1600-50-2300-EB-60-2660	5500-175-9000	87.45
8.	Head Draughtsman	1600-50-2300-EB-60-2660	6500-200-10500	87.45
	Andaman and Lakshadweep Harbour Works			
9.	Junior Engineer	1400-40-1800-EB-50-2300	5000-150-8000	87.52
10.	Inspector of Works	1600-50-2300-EB-60-2660	5500-175-9000	87.52
11.	Assistant Engineer	2000-60-2300-EB-75-3200 100-3500	6500-200-10500 7500-250-12000	87.52
12.	Field Assistant	950-20-1150-EB-25-1500	4000-100-6600 4500-125-7000 5500-175-9000	87.57
	Minor Ports Survey Organisation			
13.	Jr. Hydrographic Surveyor	1640-60-2600-EB-75-2900	6500-200-10500	87.57
14.	Electrician-cum-Echo Sounder Mechanic	1200-30-1440-EB-30-1800	5000-150-8000	87.58
	Farakka Barrage Project			
	Common Category— Marine Staff :			
	Deck Staff			
15.	Second Sukhani	775-12-871-14-1025	2650-65-3300-70-4000	55.185
	Engine Staff			
16.	Driver incharge, 'A' class Vessel	1400-40-1800-EB-50-2300	5000-150-8000	55.185
17.	Greaser	775-12-955-EB-14-1025	2650-65-3300-70-4000	55.185

(1)	(2)	(3)	(4)	(5)
	Directorate General Lighthouses and Lightships			
	Deck Staff			
18.	Serang Noor Sagar	775-12-955-EB-14-1025	2650-65-3300-70 -4000	55.186
	Engine Staff			
19.	Driver, MVD	1400-40-1800-EB-50-2300	5000-150-8000	55.186
20.	Driver, M.L. Piram	1200-30-1440-EB-30-1800	4500-125-7000	55.186
21.	Greaser	800-15-1010-EB-20-1150	3050-75-3950-80-4590	55.186
22.	Greaser	775-12-955-EB-14-1025	2650-65-3300-70-4000	55.186
XXVII.	**MINISTRY OF TEXTILES**			
	Development Commissioner for Handlooms			
1.	Jr. Documentation Asstt.	1400-40-1800-EB-50-2300	5000-150-8000	88.7
2.	Boiler Attendant	750-12-870-EB-14-940	2650-65-3330-70-4000	88.8
	Development Commissioner for Handicrafts			
3.	Investigators	1400-40-1800-EB-50-2300	5000-150-8000	88.13
XXVIII.	**MINISTRY OF URBAN AFFAIRS AND EMPLOYMENT**			
	Central Public Works Department			
1.	Assistant (AD)	1400-40-1800-EB-50-2300	5000-150-8000	89.18
2.	Architectural Asstt.	1400-40-1800-EB-50-2300	6500-200-10500	89.18
3.	Assistant Architect	2000-60-2300-EB-75-3200-100-3500	7500-250-12000	89.18
4.	Tech. Officer (Hort.)	1400-40-1800-EB-50-2300	5000-150-8000	89.22
5.	Head Clerk	1400-40-1800-EB-50-2300	5000-150-8000	89.25
6.	Superintendent	1600-50-2300-EB-60-2660	5500-175-9000 6500-200-10500	89.25 89.25
	Directorate of Estates			
7.	Estate Manager Mumbai, Calcutta	2000-60-2300-EB-75-3200-100-3500 (with Special Pay of Rs. 150 p.m.)	7500-250-12000 (Special Pay of Rs. 150 is to be withdrawn)	89.36
8.	Asstt. Dir (Accounts)	2375-75-3200-100-3500	7500-250-12000	89.37
	Land and Development Office			
9.	Overseer	1400-40-1800-EB-50-2300	5000-150-8000	89.43
10.	Overseer (Selection Grade)	1600-50-2300-EB-60-2660	5500-175-9000	89.43
11.	Draughtsman Grade II	1400-40-1800-EB-50-2300	50-150-8000	89.44
12.	Accountant	1400-40-1800-EB-50-2300	5000-150-8000	89.46
13.	Superintendent	1600-50-2300-EB-60-2660	5000-150-8000 5500-175-9000	89.46
	Controller of Stationery and Controller of Publications			
14.	Storekeeper	1400-40-1800-EB-50-2300	5000-150-8000	89.57
15.	Supervising Officer	1600-50-2300-EB-60-2660	5500-175-9000	89.57

(1)	(2)	(3)	(4)	(5)
16.	Assistant Manager of Publication, (Administration and Forms Stores)	2000-60-2300-EB-75-3200-100-3500	7500-250-12000	89.57
	Printing Staff			
	Letter Press			
17.	Labour Supervisor	750-12-870-EB-14-940	2610-60-3150-65-3540	55.205
	Offset Press			
18.	Artist/Artist Retoucher	1600-50-2300-EB-60-2660	5500-175-9000	55.205
19.	Technologist (Process)/ Technologist (Printing & Binding)	2375-75-3200-EB-100-3500	7500-250-12000	55.205
XXIX.	**MINISTRY OF WATER RESOURCES**			
	Secretariat			
1.	Accountant (CAD)	1400-40-1800-EB-50-2300	5500-175-9000	90.5
2.	Asstt. Engineers	2000-60-2300-EB-75-3200 -100-3500	8000-275-13500	90.6
	Central Water Commission			
3.	Surveyors	975-25-1150-EB-30-1540	4000-100-6000	90.10
4.	Jr. Wireless Mechanic	950-20-1150-EB-25-1500	4000-100-6000	90.11
5.	Observers Grade II	950-20-1150-EB-25-1400	3200-85-4900	90.12
	Central Soil and Materials Research Station			
6.	Research Assistant	1640-60-2660-EB-75-2900	6500-200-10500	90.19
7.	Asstt. Research Officer	2000-60-2300-EB-75-3200-100-3500	7500-250-12000	90.19
8.	Supervisor	1400-40-1800-EB-50-2300	5000-150-8000 5500-175-9000	90.19
	Central Ground Water Board			
9.	Sr. Tech. Assistants	1640-60-2660-EB-75-2900	6500-200-10500	90.25
10.	Jr. Hydrologist, Asstt. Hydro-geologist, Asstt. Geophysist, Assistant Engineer	2000-60-2300-EB-75-3200-100-3500	7500-250-12000	90.25
11.	Senior Surveyor	1400-40-1800-EB-50-2300	5000-150-8000	90.26
	Central Water and Power Research Station			
12.	Research Assistant (Scientific Stream)	1640-60-2600-EB-75-2900	6500-200-10500	90.32
13.	Research Assistant (Engineering Stream)	1640-60-2600-EB-75-2900	6500-200-10500	90.32
14.	Asstt. Research Officer	2000-60-2300-EB-75-3200-100-3500	7500-250-12000	90.32
15.	Legal Assistant	1400-40-1800-EB-50-2300	5500-175-9000	90.33
16.	Head Storekeeper	1350-30-1440-40-1800-50-2200	5500-175-9000	55.253

(1)	(2)	(3)	(4)	(5)
	Farakka Barrage Project			
17.	Surveyor	975-25-1150-EB-30-1540	4000-100-6000	90.37
	Common Category— Printing Staff			
18.	Professional Asstt.	1400-40-1800-EB-50-2300	5000-150-8000	55.228
	Central Ground Water Board			
	Common Category— Workshop Staff			
19.	Welder	1150-25-1500	4000-100-6000	54.65
20.	Technical Operator (Mech)/Technical Operator (Drilling)/ Technical Operator (Store)	750-12-870-EB-14-940	2650-65-3300-70-4000	54.66
XXX.	**MINISTRY OF WELFARE**			
	National Commission for Scheduled Castes and Scheduled Tribes			
1.	Investigator	1400-40-1800-EB-50-2300	5500-175-9000	91.4
2.	Senior Investigator	1640-60-2600-EB-75-2900	6500-200-10500	91.4
3.	Research Officer	2000-60-2300-EB-75-3200-100-3500	7500-250-12000	91.4
XXXI.	**DEPARTMENT OF ATOMIC ENERGY**			
1.	Fireman (B)	1150-25-1500	3200-85-4900	55.124
2.	Leading Fireman (B)	1320-30-1560-40-2040	4500-125-7000	55.124
3.	Leading Fireman (C)	1400-40-1800-50-2300	5000-150-8000	55.124
XXXII.	**DEPARTMEENT OF SPACE**			
1.	Firemen (B)	1150-25-1500	3200-85-4900	55.124
2.	Leading Hand Fire (A)	1150-25-1500	3200-85-4900	55.124
XXXIII.	**UNION PUBLIC SERVICE COMMISSION**			
1.	Research Assistant (R&S)	1400-40-1800-EB-50-2300	5000-150-8000	99.6
XXXIV.	**CENTRAL VIGILANCE COMMISSION**			
1.	Technical Assistant	1400-40-1800-EB-50-2300	5500-175-9000	100.5
XXXV.	**INDIAN AUDIT AND ACCOUNTS DEPARTMENT**			
1.	Audit Officer/Accounts Officer	2375-75-3200-EB-100-3500	7500-250-12000	102.19
XXXVI.	**UNION TERRITORIES**			
	Common Categories			
1.	Head Clerk/Assistant	1400-40-1800-EB-50-2300	5000-150-8000	104.9
2.	Superintendent	1600-50-2300-EB-60-2660	5500-175-9000	104.9
3.	Superintendent (in Lakshadweep)	1400-40-1800-EB-50-2300	5500-175-9000	104.9
	Forest Staff			
'.	Forest Guard/Forest Protection Force	775-12-871-14-1025	2750-70-3800-75-4400 (with two advance increments)	104.10
			3200-85-4900	
5.	Forester	950-20-1150-EB-25-1400	4000-100-6000	104.10
6.	Deputy Ranger	1200-30-1440-EB-30-1800	5000-150-8000	104.10

(1)	(2)	(3)	(4)	(5)
7.	Range Officer/Forest Ranger	1400-40-1800-EB-50-2300	5500-175-9000	104.10
8.	Asstt. Conservator of Forests	2200-60-2300-EB-75-3200 100-3500	6500-200-10500 7500-250-12000	104.10
	Fire Staff			
9.	Fireman	750-12-870-EB-14-940	2610-60-3150-65-3540	104.11
	Andaman and Nicobar Islands :			
	Directorate of Fisheries			
12.	Fisheries Development Officer/Asstt. Dir.	2000-60-2300-EB-75-3200	6500-200-10500 7500-250-12000	14.20
13.	Surveyors	1200-30-1560-EB-40-2040	4000-100-6000 4500-125-7000 5000-150-8000	104.21
14.	Plant Operator-cum-Mechanic	950-20-1150-EB-25-1400	4000-100-6000	104.22
	Public Works Department			
15.	Asstt. Town Planner	2000-60-2300-EB-75-3200 100-3500	6500-200-10500 7500-250-12000	104.23
16.	Assistant Shed Master	1200-30-1560-EB-40-2040	4500-125-7000	104.24
17.	Shed Master	1400-40-1800-EB-50-2300	5000-150-8000	104.24
18.	Overseer	950-20-1150-EB-25-1400	3050-75-3950-80-4590 4000-100-6000	104.25
	Health Department			
19.	Pharmacists	1200-30-1560-EB-40-2040	4500-125-7000 5000-150-8000 5500-175-9000	104.28
20.	Lineman-cum-Meter Reader	950-20-1150-EB-25-1500	4000-100-6000	104.29
	Forest Department			
21.	Veterinary Compounder	800-15-1010-EB-20-1150	4000-100-6000	104.30
22.	Senior Veterinary Compounder	950-20-1150-EB-25-1400	4500-125-7000	104.30
	Dadra and Nagar Haveli :			
	Health Department			
23.	Bio-Chemist	1640-60-2600-EB-75-2900	6500-200-10500	104.32
	Public Works Department			
24.	Draughtsman Grade I	1400-40-1800-EB-50-2300	5000-150-8000	104.33
25.	Draughtsman Grade II	1200-30-1560-EB-40-2040	4500-125-7000	104.33
26.	Draughtsman Grade III	950-20-1150-EB-25-1500	4000-100-6000	104.33
	Lakshadweep :			
	Directorate of Health			
27.	Ayurvedic Physician	2000-60-2300-EB-75-3200-100-3500	8000-275-13500	104.36

(1)	(2)	(3)	(4)	(5)
	Directorate of Education			
28.	Jr. Lecturers	1640-60-2660-EB-75-2900	6500-200-10500	104.37
	Port Department			
29.	Cargo Superintendent	1400-40-1800-EB-50-2300	5000-150-8000	104.38
	Delhi :			
	Secretariat			
30.	Stenographers Grade II	1400-40-1800-EB-50-2300	5000-150-8000	104.40
31.	Translator	1400-40-1800-EB-50-2300	5000-150-8000	104.41
	Secretariat (Legislative Assembly)			
32.	Editor of Debates	1640-60-2600-EB-75-2900	6500-200-10500	104.44
	Department of Industrial Development			
33.	Assistant Director	1640-60-2660-EB-75-2900	6500-200-10500	104.45
	Directorate of Prosecution			
34.	Senior Prosecutor/ Addl. Public Prosecutor	2375-75-3200-EB-100-3500	8000-275-13500	104.48
	Department of Labour			
35.	Inspector of Boilers	2000-60-2300-EB-75-3200	6500-200-10500 7500-250-12000	104.49
36.	Assistant Labour Commissioner	2375-75-3200-EB-100-3500	8000-275-13500	104.50
	Directorate of Prevention of Food Adulteration			
37.	Assistant Local Health Authority	2000-60-2300-EB-75-3200-100-3500	6500-250-10500 7500-250-12000	104.52
38.	Food Inspectors	1400-40-1800-EB-50-2300	5000-150-8000	104.53
	Directorate of Health Services			
39.	Junior Medical Officer (Homeo)	2000-60-2300-EB-75-3200-100-3500	8000-275-13500	104.55
	Directorate of Education			
40.	Lecturer/ Subject Specialist	2000-60-2300-EB-75-3200	6500-200-10500 7500-250-12000 8000-275-13500	104.59
41.	Museum Curator	1200-30-1560-EB-40-2040	4500-125-7000 5000-150-8000 5500-175-9000	104.61
42.	Laboratory Asstts.	1200-30-1560-EB-40-2040	4000-100-6000 4500-125-7000	104.62
	Department of Social Welfare			
43.	Supervisor (Women)	1400-40-1800-EB-50-2300	4500-125-7000 5500-175-9000	104.65
44.	BA-BT Teacher	1400-40-1600-50-2300-EB-60-2600	5000-150-8000 5500-175-9000	104.65
45.	Craft Instructor	1400-40-1600-50-2300-EB-60-2600	5000-150-8000 5500-175-9000	104.65

(1)	(2)	(3)	(4)	(5)
46.	Welfare Officer (Grade II)/Probation Officer (Grade II)/ Prison Welfare Officer	1400-40-1600-50-2300-EB-60-2600	5500-175-9000	104.65
	Health and Family Welfare Training Centres			
47.	Health Extensioin Education Officer/ Social Science Instructor	1640-60-2600-EB-75-2900	6500-200-10500	104.67
48.	Extension Educator	1400-40-1800-EB-50-2300	5000-150-8000	104.67
	Central Jail			
49.	Mistry Fitter	800-15-1010-EB-20-1150	3050-75-3950-80-4590	104.70
	Pondicherry Secretariat			
50.	Dy. Director of Accounts and Treasuries/Senior Accounts Officer	2000-60-2300-EB-75-3200-100-3500	7500-250-12000	104.71
51.	Superintendent Grade II	1600-50-2300-EB-60-2660	5500-175-9000	104.72
52.	Superintendent Gde. I	1640-60-2600-EB-75-2900	6500-200-10500	104.72
	Department of Survey and Land Records			
53.	Sub Inspector	1400-40-1800-EB-50-2300	5000-150-8000	104.74
54.	Inspector	1640-60-2600-EB-75-2900	6500-200-10500	104.74
55.	Agriculture Officer	1400-40-1800-EB-50-2300	5500-175-9000	104.75
	Department of Health (Hospital Equipments Workshop)			
56.	Painter	775-12-955-EB-14-1025	2650-65-3330-70 4000	104.76
57.	Insect Collectors	800-15-1010-20-1150	3050-75-3950-80-4950	104.77

THE SECOND SCHEDULE

Form of Option

[*See* Rule 6(1)]

*(i) I .... hereby elect the revised scale with effect from 1st January, 1996.

*(ii) I .... hereby elect to continue on the existing scale of pay of my substantive/officiating post mentioned below until:

* the date of my next increment

the date of my subsequent increment raising my pay to Rs. ....

I vacate or cease to draw pay in the existing scale.

Existing scale ....

Signature ....
Name ....
Designation ....
Office to which employed ....
....
....

Date :
Station :

---

* To be scored out if not applicable.

3

MEMORANDUM EXPLANATORY TO THE CENTRAL CIVIL SERVICES (REVISED PAY) RULES, 1997

Rule 1— This rule is self explanatory.

Rule 2— This rule lays down the categories of employees to whom the rules apply. Except for the categories excluded under clause (2), the **rules are applicable to all persons** under the rule making control of the President serving in Departments paid from Civil Estimates. **They do not** apply to the employees under the Ministry of Railways and Civilian personnel paid from Defence Services Estimates, for whom separate rules will be issued by the Ministries concerned. The rules do **not also apply to Extra-Departmental Agents** in the Department of Posts and Department of Telecommunications. The **rules, however, apply to work-charged establishments.**

Rule 3— This rule is self-explanatory.

Rule 4— The recommendations of the Commission on pay scales for certain categories/class of employees of the Central Government, including Union Territories, **have given rise to representations from other categories of employees on the ground of upsetting the existing relativities** and parities. In all such cases, where the recommendation is for upgradation of pay scales for individual categories of posts in a Department or cadre otherwise than by rationalisation of pay scales, **for the present the normal replacement pay scales for the existing scales of pay as shown in part A of the First Schedule shall be allowed,** Separate orders in such cases will be issued subsequently.

Rule 5— The intention is that all Government servants should be brought over to the revised scale except those who elect to draw pay in the existing scales. **Those who exercise the option to continue on the existing scales of pay will continue to draw the dearness allowance and interim reliefs at the rates in force on the 1st January, 1996** and the dearness allowance will count towards the emoluments for pension, etc. to the extent it so counted on the said date. If a Government servant is holding a permanent post in a substantive capacity and officiating in a higher post or would have officiated in one or more posts but for his being on deputation etc., he has the option to retain the existing scale only in respect of one scale. Such a Government servant may retain the existing scale applicable to a permanent post or any one of the officiating posts. In respect of the remaining posts he will necessarily have to be brought over to the revised scales.

Rule 6— This rule prescribes the manner in which option has to be exercised and also the authority who should be apprised of such option. The option has to be exercised in the appropriate form appended to the rules. It should be noted that it is not sufficient for a Government servant to exercise the option within the specified time-limit but also to ensure that it reaches the prescribed authority within the time-limit. In the case of persons who are outside India at the time these rules are promulgated, the period within which the option has to be exercised is three months from the date they take over charge of the post in India. In the case of Government servants the revised scales of whose posts are announced subsequent to the date of issue of these rules, the period of three months will run from the date of such announcement.

Persons who have retired between 1st January, 1996 and the date of issue of these rules are also eligible to exercise option.

Rules 7(1)— This rule deals with the actual fixation of pay in the existing scales on 1st January, 1996. A few illustrations indicating the manner in which pay of Government servants should be fixed under this sub-rule subject to stepping up of pay under Notes below Rule 7(1) are given below:

Illustration I:

1.	**Existing Scale of Pay**	**Rs. 750-12-870-14-940**
2.	Proposed Scale of Pay	Rs. 2,550-55-2,660-60-3,200
3.	**Existing pay**	**Rs. 786**
4.	D.A. as on 1.1.96 (at Index level 1510)	Rs. 1,163
5.	**1st instal.** of I.R.	Rs. 100
6.	2nd instal. of I.R. @ 10% of basic pay subject to min. of Rs. 100/-	Rs. 100
7.	**Existing emoluments**	**Rs. 2,149**
8.	Add 40% of basic pay	Rs. 314
	Total	Rs. 2,463
9.	**Stage next above** in the proposed scale including **benefit of bunching,** if admissible.	**Rs. 2,550** (Minimum)

10.	**If 1 increment is ensured** in the proposed scale for every 3 increments in the existing scale, the stage of pay in the proposed scale.	**Rs. 2,605**
11.	**Pay to be fixed in the proposed scale** (stage of pay at Sl. No. 9 or 10 whichever is higher)	**Rs. 2,605**

Illustration II :

1.	**Existing Scale of Pay**	**Rs. 1,640-60-2,600-75-2,900**
2.	Proposed Scale of Pay	Rs. 5,500-175-9,000
3.	**Existing pay**	**Rs. 2,360**
4.	D.A. as on 1.1.96 (at Index level 1510).	Rs. 3,493
5.	**1st instal.** of I.R.	Rs. 100
6.	2nd instal. of I.R. @ 10% of basic pay subject to min. of Rs. 100/-	Rs. 236
7.	**Existing emoluments**	**Rs. 6,189**
8.	Add 40% of basic pay	Rs. 944
	Total	Rs. 7,133
9.	**Stage next above** in the proposed scale including **benefit of bunching,** if admissible.	**Rs. 7,250**
10.	**If 1 increment is ensured** in the proposed scale for every 3 increments in the existing scale, the stage of pay in the proposed scale.	**Rs. 6,200**
11.	**Pay to be fixed in the proposed scale** (stage of pay at Sl. No. 9 or 10 whichever is higher)	**Rs. 7,250**

Illustration III :

1.	**Existing Scale of Pay**	**Rs.** 4,500-150-5,700
2.	Proposed Scale of Pay	Rs. 14,300-400-18,300
3.	**Existing Pay**	**Rs. 5,400**
4.	D.A. as on 1.1.96 (at Index level 1510).	Rs. 5,994
5.	**1st instal.** of I.R.	Rs. 100

6.	2nd instal. of I.R. @ 10% of basic pay subject to min. of Rs. 100/-	Rs. 540
7.	**Existing emoluments**	**Rs. 12,034**
8.	Add 40% of basic pay	Rs. 2,160
	Total	Rs. 14,194
9.	**Stage next above** in the proposed scale including **benefit of bunching,** if admissible.	Rs. 14,700
10.	**If 1 increment is ensured** in the proposed scale for every 3 increments in the existing scale, the stage of pay in the proposed scale.	**Rs 15,100** (two increments for 6 increments in the existing scale)
11.	**Pay to be fixed in the proposed scale** (stage of pay at Sl. No. 9 or 10 whichever is higher).	**Rs 15,100**

Rule 7(2)— The **benefit of this rule is not admissible** in cases where a Government servant has elected the revised scale in respect of his substantive post, but has retained the existing scale in respect of an officiating post.

Rule 8— This rule prescribes the manner in which **the next increment in the new scale should be regulated.** The provisos to this rule are intended to eliminate the anomalies of junior Government servants drawing more pay than their senior by the operation of the substantive part of this rule and also **taking care of the Government servants who have been drawing pay at the maximum of the existing scale for more than one year as on 1.1. 1996 and also those Government servants who have been stagnating** at the maximum of the existing scale and are actually in receipt of stagnation increment on *ad hoc* basis.

Rule 9 to 14— These rules are self-explanatory.

4

Govt. Orders on D.A., H.R.A. etc.

(i) Recommendations of the Fifth Pay Commission — Decisions of Government relating to grant of Dearness Allowance to Central Government servants — Revised rates effective from 1.7.1996, 1.1.1997 and 1.7.1997.

The undersigned is directed to say that consequent upon the decision taken by the Government on the recommendations of the Fifth Pay Commission relating to Dearness Allowance *vide* this Ministry's Resolution No. 50(1)/IC/97, dated 30.9.1997 and promulgation of CCS (Revised Pay) Rules 1997, the President is pleased to decide that the Dearness Allowance admissible to all categories of Central Government employees shall be admissible from the dates mentioned below at the following rates :—

Date from which applicable	*Rates of Dearness Allowance per mensem*
From 1.1.1996	No Dearness Allowance
From 1.7.1996	4% of Pay
From 1.1.1997	8% of Pay
From 1.7.1997	13% of Pay

2. The payment of Dearness Allowance under these orders from the dates indicated above shall be made after adjusting the instalments of Dearness Allowance already sanctioned and paid to Central Government employees w.e.f. *1.1.96, 1.7.96 and 1.1.97 *vide* this Ministry's O.M. No 1(5)/96-E. II (B) dated 20.3.96, O.M. No. 1(18)/96-E. II (B) dated 11.9.96 and O.M. No. 1(8)/97-E. II (B) dated 3.4.97, respectively.

3. The term 'pay' for the purpose of calculation of Dearness Allowance shall be the pay drawn in the prescribed scale of pay, including stagnation increment(s) and non-practising allowance, but shall not include any other type(s) of pay like special pay or personal pay, etc. In the case of those employees who opt to retain the existing scales of pay, it will include, in addition to pay in the pre-revised scale, dearness allowance and interim

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* As per Resolution dated 30.9.1997, in Part-A Sl. No. 2(v), only instalment sanctioned from 1.7.96 onwards will be adjusted. As such recovery of DA instalment w.e.f. 1.1.96 does not seem to be correct.

relief appropriate to that pay admissible under orders in existence on 1.1.1996.

4. The Dearness Allowance will continue to be a distinct element of remuneration and will not be treated as pay within the ambit of F.R. 9 (21).

5. The payment on account of dearness allowance involving fractions of 50 paise and above may be rounded off to the next higher rupee and the fractions of less than 50 paise may be ignored.

[*G.I.M.F. (Deptt. of Expr.) O.M. No. 1(13)/97- E II(B) dated 3rd October, 1997.*]

(ii) Grant of Transport Allowance to Central Government employees.

The undersigned is directed to say that the 5th Central Pay Commission, *vide* paras 107.11 to 107.13 of Volume III of their Report, have recommended the grant of Transport Allowance to Central Government employees to suitably compensate them for the cost incurred on account of commuting between the place of residence and the place of duty.

2. The matter has been considered and the Government have accepted the recommendation of the Commission, as announced *vide* this Ministry's Resolution No. 50(1)/IC/97 dated 30.9.1997 the President is, accordingly, pleased to decide that the Central Government employees shall be entitled to Transport Allowance at the following rates :—

Pay Scale of the Employee	*Rate of Transport Allowance per month (in Rupees)*	
	"A-1"/"A" Class city	*Other places*
1. Employees drawing pay in the scale of pay of Rs. 8,000-13,500 or above	800	400
2. Employees drawing pay in the scale of Rs. 6,500-6,900 or above but below the scale of Rs. 8,000-13,500	400	200
3. Employees drawing pay below the scale of Rs. 6,500-6,900	100	75

3. The grant of transport allowance under these orders shall be regulated according to, and will be subject to, the following conditions :-

(i) The cities referred to as "A" and "A-1" in these orders shall be the same as those classified as such for the purpose of Compensatory

(City) Allowance (CCA) in terms of the orders issued separately regulating grant of CCA to the Central Government employees;

(ii) the allowance shall not be admissible to those employees who are provided with Government accommodation within a distance of one kilometer or within a campus housing the places of work and residence.

Note : The grant of the allowance under these orders would be subject to furnishing of a certificate by the employee that the Government accommodation is not located within one kilometer from the place of work of the concerned employee or within a campus housing the places of work and residence.

(iii) the allowance shall not be admissible to those employees who have been provided with the facility of Government transport.

(iv) In case of employees who have opted to draw pay in the pre-revised scales of pay, the transport allowance shall be regulated in accordance with the revised scales of pay to which such employees would have been entitled to, had they opted to come over to revised scales.

(v) In case of officers of the level of Joint Secretary and above, who have been provided with the facility of staff car for commuting between office and residence on prescribed payment basis under this Ministry's OM No. 20 (5)-EII (A)/93 dt. 28.1.94, an option may be given to them either to avail themselves of the existing facility or to switch over to the payment of Transport Allowance, as admissible under these orders. In case they opt for the latter, they may be paid the allowance at rates as applicable to them, subject to the conditions that the existing facility of staff car shall be withdrawn from the date they opt for the allowance. In case they opt for the former, the allowance shall not be admissible to them and they would not be required to make any payment for the facility of staff car between residence and office.

(vi) In terms of this Ministry's Orders *vide* OM 19029/1/78-EIV (B) dated 31.8.78, as amended from time to time, conveyance allowance is admissible to such of the Central Government employees, borne on regular establishment (including work-charged staff) as are blind or are orthopaedically handicapped with disability of lower extremities. Consequent upon coming into force of these orders, such conveyance allowance shall be abolished and instead all such employees may now be paid transport allowance at double the normal rates prescribed under these orders. In case, howev such handicapped employees have been provided with Government accommodation within a distance of one kilometer from the place of work or within a campus housing the places of work and residence, the allowance shall be admissible at normal rates as applicable under these orders. The allowance shall not be admissible in case such employees have been provided with the facility of Government transport.

(vii) This allowance will not be admissible during absence from duty exceeding 30 days due to leave, training, tour, etc.

4. These orders *shall take effect* from 1.8.97.

[G.I.M.F. (Deptt. of Expr.) O.M. No. 21(1)/97/E.II (B) dated 3rd October, 1997]

(iii) Recommendations of the Fifth Pay Commission—Decisions of Government relating to grant of Compensatory (City) Allowance and House Rent Allowance to Central Government employees.

Consequent upon the decisions taken by the Government on the recommendations of the Fifth Pay Commission relating to the above mentioned allowances *vide* this Ministry's Resolution No. 50(1)/IC/97 dated 30.9.1997, the President is pleased to decide that in modification of this Ministry's O.M. No. F.2 (37)-E.II (B)/64 dated 27.11.1965 as amended from time to time, Compensatory (City) Allowance and House Rent Allowances to Central Government employees shall be admissible at the following rates:—

(i) Compensatory (City) Allowance

Pay Range (Basic Pay)	*Amount of CCA in class of cities. (Rs. per month)*			
	A-1	*A*	*B-1*	*B-2*
(1)	*(2)*	*(3)*	*(4)*	*(5)*
Below Rs. 3,000 p.m.	90	65	45	25
Rs. 3,000 p.m. to Rs. 4,499 p.m.	125	95	65	35
Rs. 4,500 p.m. to Rs. 5,999 p.m.	200	150	100	65
Rs. 6,000 p.m. and above	300	240	180	120

(ii) **House Rent Allowance :**

Classification of cities/towns	*Rates of House Rent Allowance*
A-1	30% of actual basic pay drawn.
A B-1 B-2	15% of actual basic pay drawn.
C	7.5% of actual basic pay drawn.
Unclassified	5% of actual basic pay drawn.

2. The list of cities/towns classified as A-1, A, B-1 and B-2 for the purpose of CCA is enclosed at *Annexure I*. The list of cities/towns classified as A-1, A, B-1, B-2 and C is enclosed at *Annexure II*.

3. The cities/towns which have been placed in a lower classification in the above mentioned lists, as compared to their existing classification, shall continue to retain the existing classification until further orders and the Central Government employees working therein will be entitled to draw the rates of CCA and HRA accordingly.

4. The special orders relating to grant of HRA/CCA in localities as listed in paras 2 & 3 of this Ministry's O.M. No. 2(2)/93-E.II(B) dated 14.5.1993 shall continue to be applicable.

5. 'Pay' for the purpose of these orders, will be Pay drawn in the prescribed scale of pay, including stagnation increment(s) and non-practising allowance, but shall not include any other type(s) of pay like special pay or personal pay, etc. In the case of those employees who opt to retain the existing scales of pay, it will include, in addition to pay in the pre-revised scale, dearness allowance and interim relief appropriate to that pay admissible under orders in existence on 1.1.1996.

6. All other conditions governing grant of CCA and HRA under existing orders shall continue to apply.

7. These orders shall be effective from 1.8.1997. For the period from 1.1.1996 to 31.7.1997, the above allowances will be drawn at the existing rates on the notional pay in the pre-revised scale.

[*G.I.M.F. (Deptt. of Expr.) O.M. No. 2(30)97-E II(B) dated 3rd October, 1997.*]

ANNEXURE I

LIST OF CITIES WHERE COMPENSATORY (CITY) ALLOWANCE IS ADMISSIBLE TO CENTRAL GOVT. EMPLOYEES

Name of State / Union Territory	*A-1*	*A*	*B-1*	*B-2*
1.	2.	3.	4.	5.
Andhra Pradesh	—	Hyderabad (UA)	Visakhapatnam (UA)	Vijayawada (UA)
Assam	—	—	—	Guwahati City
Bihar	—	—	Patna (UA)	Dhanbad (UA) Ranchi (UA) Jamshedpur (UA)
Chandigarh	—	—	—	Chandigarh (UA)
Delhi	Delhi (UA)	—	—	—
Gujarat	—	Ahmedabad (UA)	Surat (UA) Vadodara (UA)	Rajkot (UA)
Harayana	—	—	—	Faridabad Complex
Karnataka	—	Bangalore (UA)	—	Hubli -Dharwad, Mysore (UA)
Kerala	—	—	Kochi (UA)	Thiruvananthapuram (UA) Kozhikode (UA)
Madhya Pradesh	—	—	Bhopal Indore (UA)	Durg-Bhilai Nagar (UA) Gwalior (UA) Jabalpur (UA)
Maharashtra	Brihan Mumbai (UA)	Pune (UA)	Nagpur (UA)	Aurangabad (UA) Nashik (UA) Solapur (UA)
Punjab	—	—	Ludhiana	Amritsar, Jalandhar.
Rajasthan	—	—	Jaipur (UA)	Jodhpur, Kota.
Tamil Nadu	Chennai (UA)	—	Coimbatore (UA) Madurai (UA)	Salem (UA) Tiruchirappalli (UA)

1.	2.	3.	4.	5.
Uttar Pradesh	—	Kanpur (UA)	Lucknow (UA) Varanasi (UA)	Meerut (UA) Bareilly (UA) Ghaziabad (UA) Gorakhpur Agra (UA) Allahabad (UA)
West Bengal	Calcutta (UA)	—	—	Asansol (UA)

ANNEXURE II

LIST OF CITIES WHERE HOUSE RENT ALLOWANCE IS ADMISSIBLE TO CENTRAL GOVERNMENT EMPLOYEES

'A-I'	*'A'*	*'B-1'*	*'B-2'*	*'C'*
1.	2.	3.	4.	5.
		ANDHRA PRADESH		
—	Hyderabad (UA)	—	Visakhapatnam (UA), Vijayawada (UA)	Srikakulam, Vizianagram, Anakpalle, Kakinada (UA), Rajahmundry (UA), Narsapur, Palacole, Tadepalligudem, Tanuku, Eluru, Bhimavaram, Gudivada, Machilipatnam, Bapatla, Chilakaluripet, Narsaraopet, Ponnuru, Tenali, Mangalagiri, Ongole (UA), Chirala (UA), Gudur, Kavali, Nellore, Madanapalle, Srikalashasti, Tirupati (UA), Chittoor, Cuddapah (UA), Proddatur, Dharmavaram, Kadiri, Tadipatri, Anantapur, Guntakal, Hindupur, Yemmiganur, Kurnool (UA), Adoni, Nandyal, Mahbubnagar, Sangareddy, Siddipet, Bodhan, Nizamabad, Adilabad, Bellampalle, Kagaznagar, Mancheriyal, Nirmal, Jagtial, Sircilla, Karimnagar, Ramagundam, Palwancha Khammam (UA) Suryapet, Miryalaguda, Nalgonda, Kothagudem (UA). Guntur, Warangal (UA).

1.	2.	3.	4.	5.
ANDAMAN & NICOBAR ISLANDS				
—	—	—	—	Port Blair
ASSAM				
—	—	—	Guwahati City	Dhubri, Tezpur, Jorhat (UA), Nagaon, Dibrugarh (UA), Tinsukia, Silchar Karimganj.
BIHAR				
—	—	—	Ranchi (UA) Patna (UA)	Mokameh, Bihar, Buxar, Arrah, Dehri, Sasaram, Jehenabad, Nawada, Gaya (UA), Chapra, Bettiah, Bagaha, Motihari (UA), Muzaffarpur, Siwan, Hajipur, Barauni, Begusarai (UA), Darbhanga, Madhubani, Saharsa, Purnia (UA), Katihar, Jamalpur, Lakhisarai, Munger, Bhagalpur (UA), Deoghar (UA), Dhanbad (UA), Giridih, Phusro (UA), Jhumritilaiya Hazaribagh, Ramgarh (UA), Saunda, Daltonganj, Chaibasa, Adityapur Kishanganj, Bokaro, Steel City (UA), Jamshedpur (UA).
CHANDIGARH				
—	—	—	Chandigarh (UA)	—
DELHI				
Delhi (UA)	—	—	—	—

1.	2.	3.	4.	5.
		GOA		
—	—	—	—	Margao (UA), Marmugao (UA).
		GUJARAT		
—	Ahmedabad (UA)	Surat (UA) Vadodara (UA)	Rajkot (UA)	Jamnagar (UA), Upleta, Gondal (UA), Dhoraji (UA), Jetpur (UA), Morvi (UA), Dhrangadhra, Surendranagar, Botad, Mahuva (UA), Amrelli (UA), Veraval, Keshod, Junagadh (UA), Anjar, Porbandar (UA), Gandhidham, Bhuj (UA), Deesa, Palanpur (UA), Himatnagar, Unjha, Sidhpur (UA), Visnagar (UA), Kalok (UA) Mahesana (UA), Viramgam, Khambhat (UA) Nadiad (UA), Anand (UA) Dohad (UA), Godhra (UA), Dabhoi, Anklesvar (UA), Bharuch (UA), Navsari (UA), Valsad (UA), Gandinagar, Patan (UA). [Under Dist. Mahesana] Petlad, Bhavnagar (UA), Savarkundla (UA).
		HARYANA		
—	—	—	Faridabad Complex	Panchkula Urban Estate, Ambala, Ambala (UA) Yamunanagar (UA), Thanesar, Kaithal, Karnal (UA), Panipat, Sonipat, Bahadurgarh (UA), Rohtak, Palwal, Gurgaon (UA), Rewari, Narnaul, Bhiwani, Jind, Hansi, Hisar (UA), Sirsa.

1.	2.	3.	4.	5.
		HIMACHAL PRADESH		
—	—	—	—	Shimla (UA).
		KARNATAKA		
—	Bangalore (UA)	—	Hubli-Dharwad	Channapatna, Dodaballapur, Ramanagaram, Gokak, Nipani, Belgaum (UA), Bellary, Bidar (UA), Bagalkot, Rabkavi-Banhatti, Bijapur (UA), Chikmagalpur, Chitra-durga (UA) Davangere (UA) Mangalore (UA), Ranibennur, Gadag-Batigeri, Gulbarga (UA), Hassan (UA), Chintamani, Kolar Gold Fields (UA), Mandya, Gangawati (UA), Raichur (UA), Bhadravati (UA), Shimoga (UA), Tumkur (UA), Dandeli, Karwar, Hospet, (UA), Harihar, Mysore (UA).
		KERALA		
—	—	—	Thiruvananthapuram (UA), Kochi (UA),	Kasargod, Kanhangad (UA), Payyannur, Vadakara (UA), Ponnani, Manjeri, Palakkad (UA), Thrissur (UA), Changanassery, Kottayam (UA), Alappuzha (UA), Thiruvalla, Kollam (UA), Taliparamba, Kannur (UA), Kayamkulam, Kozhikode (UA).
		MADHYA PRADESH		
—	—	Indore (UA), Bhopal	Gwalior (UA), Jabalpur (UA)	Morena, Bhind, Datia, Tikamgarh, Chhatarpur (UA), Sagar (UA),

1.	2.	3.	4.	5.
				Damoh (UA), Satna (UA), Rewa, Shahdol (UA), Guna, Mandsaur, Nagda, Ratlam (UA), Ujjain (UA), Dewas, Dhar, Khandwa, Barhanpur, Vidisha, Sehore (UA), Sarni, Betul (UA), Hoshangabad, Itarsi (UA), Murwara (Katni) Chhindwara (UA), Seoni, Balaghat (UA), Ambikapur (UA), Korba, Bilaspur (UA), Shivpuri, Dhamtari, Jagdalpur (UA), Mhow (UA), Khargone, Durg, Raigarh (UA), Jaora (UA), Rajanandgaon, Neemuch (UA), Rajharajharan Dalli, Raipur (UA).
MAHARASHTRA				
Brihan Mumbai (UA).	—	Pune (UA), Nagpur (UA).	Nashik (UA) Solapur (UA), Aurangabad (UA).	Virar, Nalasopara, Bhiwandi (UA), Penvel, Ratnagiri, Manmad, Malegaon, Nandurbar, Dhule, Chalisgaon, Amalner, Bhusawal (UA), Jalgaon, Shrirampur (UA), Ahmednagar (UA), Satara, Karad, Sangli (UA), Barshi, Pandharpur, Ichalkaranji (UA), Jalna, Hingoli, Parbhani, Parli, Ambejogai, Bid, Nanded (UA), Osmanabad, Udgir, Latur, Buldana, Malkapur, Khamgaon, Akot, Akola, Achalpur, Pusad, Yavatmal (UA), Hingan-

1.	2.	3.	4.	5.
				ghat, Wardha, Bhandara, Kamptee (UA), Gondiya, Ballarpur (UA), Chandrapur, Kolhapur (UA), Amravati.
			MANIPUR	
—	—	—	—	Imphal (UA).
			MEGHALAYA	
—	—	—	—	Shillong (UA).
			MIZORAM	
—	—	—	—	Aizawl.
			NAGALAND	
—	—	—	—	Kohima, Dimapur.
			ORISSA	
—	—	—	—	Bargarh, Brajarajnagar Jharsuguda, Sambhalpur (UA), Rourkela (UA), Bhadrak, Baleshwar (UA), Balangir, Bhawanipatna, Jeypur, Sunabeda, Brahampur, Puri, Cuttack (UA), Bhubaneshwar.
			PUNJAB	
—	—	Ludhiana	Amritsar, Jallandhar.	Gurdaspur, Pathankot (UA), Batala (UA), Firozpur Cantt, Fazilka, Abohar, Khanna, Kapurthala, Phagwara (UA), Hoshiarpur, SAS Nagar (Mohali) Rajpura, Nabha, Patiala (UA), Maler Kotla, Sangrur, Firozpur, Barnala, Mansa, Bhatinda, Faridkot (UA), Kotkapura, Muktsar, Malout, Moga (UA).

1.	2.	3.	4.	5.
PONDICHERRY				
—	—	—	—	Pondicherry (UA) Karaikal, Oulgaret, Yanam (UA).
RAJASTHAN				
—	—	Jaipur	Jodhpur, Kota.	Hanumangarh, Ganga Nagar, Sardar Shahar, Ratangarh, Sujangarh, Bundi, Jhunjhunun, Nawalgarh, Alwar(UA), Bharatpur (UA), Dhaulpur, Hindaun Gangapur City (UA), Sawai Madhopur (UA), Fatehpur, Sikar, Kishangarh Beawar (UA), Nagaur, Makrana (UA), Pali, Barmer, Bhilwara, Udaipur, Chittorgarh, Tonk (UA), Baran, Banswara (UA), Churu (UA), Bikaner, Ajmer.
TAMIL NADU				
—	Chennai (UA)	—	Coimbatore (UA), Madurai (UA), Salem, Tiruchirapalli (UA).	Chengalpattu, Kanchipuram, Arakkonam, Ambur, Tiruppattur, Gudiyattam (UA), Vanyambadi (UA), Attur, Vellore (UA), Krishnagiri, Dharmapuri, Arani, Tiruvannamalai, Tindiv-anam, Villupuram, Panruti, Vriddhachalam, Chidambaram (UA), Kuddalore, Neyveli (UA), Tiruchengudu, Kumarapalayam, Erode (UA), Udhagamandalam,

1.	2.	3.	4.	5.
				Mettuppalaiyam, Udumalaippettai, Tiruppur (UA), Pollachi (UA), Palani (UA), Dindigul, Karur (UA), Mayiladuthurai, Mannargudi, Pattuk-kottai, Nagappattinam (UA), Kumbakonam (UA), Thanjavur, Pudukkottai, Karaikkudi (UA), Bodinayakkanur, Kambam, Teni Allinagaram, Srivilliputtur, Virudunagar, Aruppukkottai, Rajapalaiam, Sivakasi (UA), Paramakkudi, Ramanathapuram, Kovilpatti, Tuticorin (UA), Puliyangudi, Kadaiyanallur, Tenkasi, Tirunelveli (UA), Nagercoil, Mettur, Valparai.
		TRIPURA		
—	—	—	—	Agartala.
		UTTAR PRADESH		
—	—	Lucknow (UA), Kanpur (UA).	Meerut (UA), Bareilly (UA), Allahabad (UA), Varanasi (UA), Agra (UA), Gorakhpur.	Dehradun (UA), Kashipur, Rudrapur, Haldwani-cum-Kathgodam, Najibabad, Nagina, Chandpur, Bijnore (UA), Chandausi, Sambhal, Noida, Amroha, Rampur, Deoband, Saharanpur, Roorkee (UA), Hardwar (UA), Shamli, Kairana, Muzaffarnagar (UA), Baraut, Mawana,

1.	2.	3.	4.	5.
				Pilkhua, Hapur, Modinagar (UA), Khurja, Sikandrabad, Bulandshahr, Hathras, Mathura, Shikohabad, Firozabad (UA), Kasganj, Etah, Mainpuri, Sahaswan, Badaun, Pilibhit, Unnao, Shahjahanpur (UA), Lakhmipur, Sitapur, Hardoi, Shahabad, Gangaghat (Distt. Unnao), Raebareli, Kannauj, Orai, Farrukhabad-cum-Fatehgarh (UA), Auraiya, Etawah, Jhansi (UA), Lalitpur, Mahoba, Banda, Fatehpur, Bela Pratapgarh, Behraich, Balrampur, Gonda, Nawabganj, Tanda, Faizabad (UA), Sultanpur Basti, Deoria, Maunath-Bhanjan, Azamgarh, Jaunpur, Ballia, Ghazipur, Bhadohi, Mugalsarai (UA), Mirzapur-cum-Vindhyachal, Moradabad (UA), Ghaziabad, (UA), Aligarh.
		WEST BENGAL		
—	Calcutta (UA)	—	—	Raiganj (UA), Jalpaigudi, Alipurduar (UA), Darjeeling, Siliguri, Valurghat (UA), Habra (UA), English Bazar (UA), Jangipur, Baharampur (UA), Chakdaha, Krishnanagar, Nabadwip (UA), Santipur, Ranaghat (UA),

1.	2.	3.	4.	5.
				Bangaon, Basirhat, Rajpur (UA), Contai, Medinipur, Haldia, Kharagpur (UA), Bishnupur, Bankura, Puruliya, Katwa, Asansol (UA), Raniganj (UA), Barddhaman, Suri, Bolpur, Koch-Bihar (UA), Chittaranjan, Dabgram, Durgapur.

(iv) Grant of ad-hoc bonus to the Central Government employees for the year 1996-97.

The undersigned is directed to convey the sanction of the President to the grant of *ad-hoc* bonus equivalent to 30 days emoluments for the accounting year 1996-97 to the Central Government employees in Group C and D and all non-gazetted employees in Group B, who are not covered by any Productivity Linked Bonus Scheme. As for the year 1995-96, *ad-hoc* bonus shall be paid without any eligibility wage ceiling. The calculation ceiling of Rs. 2,500/- will, however, remain unchanged. The payment will also be admissible to the Central Police and Para-Military Personnel and personnel of Armed Forces. The orders will be deemed to be extended to the employees of Union Territory Administrations, which follow the Central Government pattern of emoluments and are not covered by any other bonus or ex-gratia scheme.

2. The benefit will be admissible subject to the following terms and conditions:—

(i) Only those employees who were in service on 31.3.1997 and have rendered at least six months of continuous service during the year 1996-97 will be eligible for payment under these orders. Pro-rata payment will be admissible to the eligible employees for period of continuous service during the year ranging from six months to a full year, the eligibility period being taken in terms of number of months of service (rounded to the nearest number of months).

(ii) The quantum of *ad-hoc* bonus admissible under these orders will be based on the revised pay as per this Ministry's Notification No. 50(1)/IC/97 dated 30.9.1997.

(iii) The casual labour who have worked for at least 240 days for each year for 3 years or more, will be eligible for this *ad-hoc* payment. The amount will be paid on a notional monthly wage of Rs. 750. The amount of *ad-hoc* bonus payable will be $\left(\frac{\text{Rs. } 750 \times 30}{31}\right)$ i.e., Rs. 725.80 (rounded off to Rs. 726). In cases where the actual emoluments fall below Rs. 750 per month, the amount will be calculated on actual monthly emoluments.

(iv) All payments under these orders will be rounded off to the nearest rupee.

(v) In the matter where the aforesaid provisions are silent, clarificatory orders issued *vide* this Ministry's OM No. F.14(10)-E. (Coord)/88, dated 4.10.1988, as amended from time to time, would hold good.

3. The payments under these orders will be chargeable to the sub-head 'Salaries' in the relevant demand for grant of the organisations concerned.

4. The expenditure incurred on account of *ad-hoc* bonus is to be met from within the sanctioned budget provision of concerned Ministries/ Departments for the current year.

5. In so far as the persons serving in the Indian Audit and Accounts Department are concerned, these orders are issued in consultation with the Comptroller and Auditor General of India.

[G.I.M.F. (Deptt. of Expr.) O.M. No. 14(1)-E Coord I/97 dated 3rd October, 1997]

(v) Fifth Pay Commission's Report on pensionary benefits—Government's Decisions thereon.

The terms of reference of the Fifth Central Pay Commission as contained in the Ministry of Finance, (Department of Expenditure) Resolution No. 5(12)E-III/93 dated 9th April, 1994, as amended from time to time, *inter-alia* included : to examine, with a view to having a proper pension structure for pensioners, the existing pension structure including death-cum-retirement benefits and make recommendations relating thereto which may be desirable and feasible. The Commission submitted its Report to the Government on the 30th January, 1997. Government have considered the recommendations of the Commission on pensionary benefits to Central Government Civil employees, including employees of the Union Territories and Members of the All India Services, contained in Part VI of Volume III of the Report of the Commission and have decided that the recommendations shall be accepted broadly subject to certain modifications in certain aspects, e.g. :—

(i) The minimum pension and minimum family pension shall be Rs. 1,275/- as against Rs. 1,220/- recommended by the V Central Pay Commission.

(ii) Fitment weightage @ 40% of basic pension shall be allowed on consolidation of pension/family pension as on 1.1.1996 in case of all pre-1996 pensioners/family pensioners.

2. Detailed recommendations of the Commission and the decisions taken thereon by the Government are listed in the statement annexed to this resolution. The recommendations made by the Commission, which are not included in the Annexure are being examined by the Government and decisions thereon will be taken as early as possible.

3. Government of India wish to express their deep appreciation of the work done by the Commission in dealing with the various complicated issues involved and presenting a valuable Report.

Statement showing the recommendations of the Fifth Central Pay Commission relating to having a proper pension structure for pensioners—contained in Volume III of the Report and decisions of Government thereon.

Sl. No.	*Recommendation (Ref. to paragraph of the Report given in brackets)*	*Decision of Government*
1	2	*3*
	Pension	
(i)	There should not be any ceiling on the amount of pension admissible and the present ceiling on a pension of Rs. 4500/- per month should be removed. (*133.74*)	**Accepted to the extent that** the ceiling on the amount of pension will be 50% of the highest pay in the Government.
(ii)	The pension of all the pre-1986 retirees may be updated by notional fixation of their pay as on 1.1.1986 by adopting the same formula as for the serving employees. Thereafter, all the past pensioners who have been brought on to the Fourth Central Pay Commission pay scales by notional fixation of	**Accepted to the extent that** pension of all pre-1.1.96 retirees including pre-86 retirees shall be consolidated as on 1.1.1996 as recommended, but the consolidated pension shall **not** be brought on to the level

1	2	*3*
	their pay and those who have retired on or after 1.1.1986 can be treated alike regarding consolidation of their pension as on 1.1.1996 by allowing the same fitment weightage as may be allowed to the serving employees. **However, the consolidated pension will be not less than 50% of the minimum revised pay of the post held by the pensioner at the time of retirement.** (*137.14*)	of 50% of the minimum of the revised pay of the post held by the pensioner at the time of retirement.
(iii)	Pending revision of the pension of pre-1.1.1986 retirees, the pensioners should be provided immediate relief by authorising pension disbursing authorities to consolidate the pension by adding basic pension, personal pension wherever admissible, dearness relief as on 1.1.1996 on basic pension only, interim relief (I&II) and 20% basic pension. The consolidated pension shall not be less than 50% of the minimum revised pay in the pay scale recommended by the Fifth Central Pay Commission of the post held by the pensioner at the time of retirement (*137.15*)	**Accepted with the modification that** 40% of the basic pension shall be added while consolidating the pension as on 1.1.1996 but the pension consolidated as on 1.1.96 shall **not** be raised to 50% of the minimum of the revised pay of the post held by the pensioner at the time of retirement.
2.	**Retirement/Death Gratuity :**	
(i)	Definition of 'emoluments' for the purpose of calculation of all kinds of gratuities (retirement, death, Service, terminal) may be revised to include the DA on the date of retirement. (*133.86*)	**Accepted.**
(ii)	Removal of ceiling on all kinds of gratuities (*133.88*)	**Accepted to the extent that** the existing ceiling on gratuity will be increased from Rs. 2.5 lakh to Rs. 3.5 lakh.

1	2	*3*
3.	**Family Pension :**	
(i)	The existing varying rates of family pension for different categories of employees (30%, 20%, & 15%) may be replaced by a uniform rate of 30% of pay for all categories of employees. (*134.8*)	**Accepted.**
(ii)	The ceiling of Rs. 1,250/- on a family pension which operates harshly against the families of employees may be removed. (*134.14*)	**Accepted to the extent that** the ceiling on the amount of maximum family pension will be 30% of the highest pay in the Government.
(iii)	In view of the recommendation to increase the age of superannuation to 60 years, the family pension at enhanced rates should be admissible for a period of 7 years or till the employee/pensioner would have attained the age of 67 years, had he survived. (*134.16*)	Since Government have not accepted the recommendation for increasing the age of retirement from 58 years to 60 years, the *status quo* shall be maintained.
(iv)	Inclusion of widowed/divorced daughters in the definition of family for payment of family pension upto 25 years of age or upto the dae of their remarriage or till they start earning a minimum wage of Rs. 2,440/- whichever is earlier. (*134.21 & 134.23*)	**Accepted.** (Income criterion will be clarified separately).
(v)	Parents who are wholly dependent on the Government servants when he/she was alive, may be included in the definition of family in cases where the deceased employee had left behind neither a widow nor a child. Such parents will be eligible for family pension at the ordinary rate, i.e. 30% of the pay of the deceased employee. (*134.25*)	**Accepted.** (Dependency criterion will be clarified separately).

1	*2*	*3*
(vi)	All the pre-1.1.1986 pensioners may be brought to the level of 1.1.1986 by notional fixation of pay of the deceased employee from First Pay Commission to the subsequent Pay Commissions in the same way as was done for serving employees and thereafter the rates of a family pension as may be introduced on implementation of Fifth Pay Commission's recommendations may be applied. Once the past family pensioners are brought on to the level recommended by the Fourth Pay Commission, they should be given the same treatment regarding quantum of fitment weightage as may be given to the serving employees. If the amount of family pension so fixed falls short of 30% of the minimum pay of the post held by the deceased employee, as revised by the Fifth Pay Commission, the family pension would be stepped up to 30% of the minimum pay of the post held by the deceased. (*134.30*).	**Accepted to the extent that** family pension of all pre-1.1.1996 family pensioners, including pre-1986 family pensioners shall be consolidated as on 1.1.1996 as recommended, but the consolidated family pension shall **not** be brought on to the level of 30% of the minimum of the pay of the post held by the deceased.
(vii)	Pending revision of the family pension, immediate relief to the family pensioner should be provided by authorising the pension disbursing authorities to consolidate the pension by adding the existing basic family pension, dearness relief as on 1.1.1996, interim relief (I&II) and 20% of basic family pension. The total family pension is to be stepped upto 30% of the minimum of the pay of the post held by the deceased employees as revised by the Fifth Central Pay Commission wherever consolidated pension falls short of the above percentage. (*134.31*)	**Accepted with the modification that** 40% of the basic family pension shall be added while consolidating family pension as on 1.1.1996 but the family pension consolidated as on 1.1.1996 shall **not** be raised to 30% of the minimum of the revised pay scale.

1	*2*	*3*
4.	**Commutation of Pension :**	
(i)	Civilian employees in Central Government may be permitted to commute up to 40% of their pension against the existing limit of 1/3rd of their pension. (*136.10*)	**Accepted.**
(ii)	The commuted portion of pension should be restored after 12 years from the actual date of commutation instead of 15 years as at present. (*136.12*)	**Not accepted.**
5.	**Dearness Relief :**	
(i)	All the pensioners/family pensioners should be given relief against price rise on the same scale as is being recommended for serving employees. (*138.11*)	**Accepted.**
(ii)	In view of the correlation established between Dearness Allowance (DA) and Dearness Relief (DR), Dearness Relief on the pension should be merged with the pension simultaneously whenever D.A. is merged with pay for computation of retirement benefits for serving employees and a further DR allowed on the consolidated pension. (*138.17*)	**Not accepted.**
6.	**Medical Allowance :**	
(i)	Pensioners residing in an area not covered by CGHS should be given a fixed amount of medical allowances @ Rs. 100/- per month for meeting the expenditure on day to day medical expenses that do not require hospitalisation. (*140.18*)	**Accepted.**

[G.I. (Department of Pension and Pensioner's Welfare) Resolution No. 45/86/97-P&PW(A) dated 30.9.97]

(vi) Recommendations of the Fifth Central Pay Commission - Decisions relating to Enhancement of the ceiling on accumulation and encashment of Earned Leave in respect of Central Government employees.

Consequent upon the decisions taken by the Government on the recommendations of the Fifth Central Pay Commission relating to leave, the President is pleased to decide that the existing provisions of the Central Civil Services (Leave) Rules, 1972, may be modified as follows in respect of civilian employees of the Central Government:-

(a) The existing ceiling of 240 days on accumulation of earned leave provided in Rules 26 & 28 ibid shall be enhanced to 300 days;

(b) The existing ceiling of 240 days for availing of the benefit of encashment of unutilised earned leave shall be increased to 300 days in respect of the following categories:—

- (i) retirement on attaining the age of superannuation [*Rule 39(2)*];
- (ii) cases where the service of a Government servant has been extended, in the interest of public service, beyond the date of retirement on superannuation [*Rule 39(4)*];
- (iii) voluntary/pre-mature retirement [*Rule 39(5)*];
- (iv) where the services of a Government servant are terminated by notice or by payment of pay & allowances in lieu of notice, or otherwise in accordance with the terms and conditions of his appointment [*Rule 39(6)(a)(i)*];
- (v) in the case of termination of re-employment after retirement [*Rule 39(6) (a) (iii)*];
- (vi) in the case of death of a Government servant while in service, to the family of the deceased [*Rule 39A*];
- (vii) in the case of leave preparatory to retirement [*sub-rule (1) of Rule 38*);
- (viii) in the case of transfer of a Government servant to an industrial establishment [*Rule 6*]; and
- (ix) on absorption of a Government servant in the Central Public Sector Undertaking/autonomous body wholly or substantially owned or controlled by the Central/State Government [*Rule 39-D*];

(c) A Government servant who resigns or quits service shall be entitled to cash equivalent in respect of earned leave at credit on the date of cessation of service, to the extent of half of such leave at his credit, subject to a maximum of 150 days [*Rule 39(6)(a)(ii)*].

2. The above orders **shall take effect from 1st July, 1997.**

3. The Fifth Pay Commission has also recommended that all employees may be permitted to encash 10 days earned leave at the time of availing of Leave Travel Concession, subject to the conditions that:—

(a) the total leave so encashed during the entire career does not exceed 60 days in the aggregate;

(b) earned leave of atleast an equivalent duration is also availed of simultaneously by the employee;

(c) a balance of at least 30 days of earned leave is still available to the credit of the employee after taking into account the period of encashment as well as leave; and

(d) the period of leave encashed shall be deducted from the quantum of leave that can be normally encashed by him at the time of superannuation.

This recommendation has also been accepted by the Government and, accordingly, encashment of earned leave may be allowed by the Ministries/Departments subject to the prescribed conditions. The total encashment of Earned Leave allowed to a Government servant alongwith LTC while in service and as per the provisions of the Central Civil Services (Leave) Rules, 1972, should not exceed the maximum limit/ceiling of 300 days or 150 days, as the case may be.

4. The orders in paragraph 3 above **shall take effect from the date of issue.**

5. The orders as per paragraphs 1 to 4 above shall also apply to Government servants serving in Vacation Departments.

6. Formal amendments to the Central Civil Services (Leave) Rules, 1972, are being issued separately.

[*G.I. (Deptt. of Per & Trg.) O.M. No. 14028/7/97—Estt. (L) dated 7.10.1997*]

(vii) Recommendations of the Fifth Central Pay Commission relating to enhancement of quantum of Maternity Leave and to allow paternity leave in respect of Central Government employees.

Consequent upon the decisions taken by the Government on the recommendations of the Fifth Central Pay Commission relating to Maternity Leave and Paternity Leave, the President is pleased to decide that the existing provisions of the Central Civil Services (Leave) Rules, 1972, may be treated as modified as follows in respect of civilian employees of the Central Government :—

(a) The existing ceiling of 90 days maternity leave provided in Rule 43(1) ibid shall be enhanced to 135 days.

(b) A male Government servant (including an apprentice) with less than two surviving children may be granted Paternity Leave for a period of 15 days during the confinement of his wife. During the period of sch leave, he shall be paid leave salary equal to the pay drawn immediately before proceeding on leave. Paternity Leave shall not be debited against the leave account and may be combined with any other kind of leave (as in the case of Maternity Leave). It may not normally be refused under any circumstances.

2. These Orders **take effect from the date of issue.**

3. In the light of paragraph 2 above, a female Government servant in whose case the period of 90 days of Maternity Leave has not expired on the said date shall also be entitled to the Maternity Leave of 135 days. Similarly, Paternity Leave to a male Government employee may also be allowed in case his wife had given birth to the child on a date not prior to 135 days from the date of issue of this Order.

4. Formal amendments to the Central Civil Services (Leave) Rules, 1972, are being issued separately.

[*G.I. (Deptt. of Per. & Trg.) O.M. No. 13018/1/97—Estt. (L) dated 7.10.1997*]

(viii) Recommendation of Fifth Central Pay Commission relating to Grant of Commuted Leave/Leave on Medical Certificate to Gazetted and Non-Gazetted Government servants.

The undersigned is directed to say that under the provisions of Rule 19 of Central Civil Services (Leave) Rules, 1972, an application for leave on medical certificate made by —

(i) a Gazetted Government servant shall be accompanied by a medical certificate in Form 3 given by an Authorised Medical Attendant;

(ii) a Non-Gazetted Government servant shall be accompanied by a medical certificate in Form 4 given by an Authorised Medical Attendant or a Registered Medical Practitioner;

defining as clearly as possible the nature and probable duration of the illness.

2. The Fifth Central Pay Commission, in para 117.14 of its Report, has recommended that medical leave for all the categories of Government employees should be sanctioned only on production of medical/fitness certificate from either a doctor in a CGHS Dispensary or from an Authorised Medical Attendant in places where CGHS Dispensaries are not available. This recommendation is under consideration of the Government and pending a final decision thereon, the President is pleased to decide that a non-gazetted Government servant applying for leave on medical certificate would be required to produce the requisite Medical/Fitness certificate from a CGHS doctor in case the employee is a beneficiary of the Central Government Health Scheme (CGHS) and is residing in the area covered by the CGHS at the time of illness.

3. These orders **take effect from 1st November, 1997.** Formal amendments to the Central Civil Services (Leave) Rules, 1972 are being issued separately.

[*G.I. (Deptt. of Per. & Trg.) O.M. No. 13015/2/97 — Estt. (L) dated 7.10.1997.*]

(ix) Implementation of Vth Central Pay Commission regarding Revised Pay scales of posts of J.T.O.s and Sub Divisional Engineers.

The undersigned is directed to forward herewith a copy of Ministry of Finance Notification No. G.S.R. 582 (E) dated 6-10-1997 regarding Revised pay scales of posts of Junior Telecom. Officers (JTOs) and Sub Divisional Engineers (SDEs) in the Ministry of Communications, Department of Telecom. for necessary action.

This issue with the concurrence of Telecom. Finance vide U.O. No. 2575/97-FA. I dated 10-10-1997.

[*G.I. (Ministry of Communications, Deptt. of Telecommunications) Circular No. 1-1/97-PAT dated 10.10.1997*]

Copy of Ministry of Finance (Department of Expenditure) Notification dated 6.10.1997

G.S.R. 582(E).—The recommendations of the Fifth Central Pay Commission in regard to the pay scales of posts of Junior Telecom Officers and SDEs in Ministry of Communications had been referred to a Committee of Secretaries for examination through the Fast Track Mechanism. Based on the recommendations of this Committee and the decisions of Government thereon and in exercise of the powers conferred by the proviso to article 309 and clause (5) of article 148 of the Constitution the following additions are made in Part-C of this Ministry's Notification dated 30-9-1997, published in the Gazette of India (Extraordinary) vide, G.S.R. 569 (E):—

PART-C

MINISTRY OF COMMUNICATIONS (Department of Telecommunication)

Sl. No.	*Posts*	*Present Scale (Rs.)*	*Revised Scale (Rs.)*	*Para No. of Report*
10(a)	Jr. Telecom Officer	1,640-60-2,600-EB-75-2900	6,500-200-10,500	62.37
10(b)	SDEs	2,000-60-2,300-EB-75-3,200-100-3,500	7,500-250-12,000	62.37

(x) Rationalisation of Rank structure and Pay Scales of non-gazetted Cadre of Central Police Organisations

In pursuance of para 7 of Ministry of Finance, Department of Expenditure, Resolution No. 50(1)/IC/97 dated 30th September, 1997 (published in part II of this compilation), the President is pleased to rationalise the rank structure and pay scales of non-gazetted cadre of Central Police Organisations. As a result of this exercise the rank of Lance Naiks & Naiks in the Central Police Organisations will be merged with the rank of Constables and Head Constables respectively. Accordingly, the rank structure in the Central Police Organisations will be as indicated below:—

1. Constable/Security Assistant
2. Head Constable
3. Asstt. Sub-Inspector
4. Sub-Inspector/ACIO-II
5. Inspector/ACIO-I
6. Subedar Major

2. The President is also pleased to rationalise the pre-revised pay scales and replacement pay scales in respect of the above cadres as indicated below:-

S.No.	*Rank structure*	*Rationalised pre-revised pay scales*	*Replacement pay scales*
1.	Constables/Security Assistant	Rs. 950-1,400	Rs. 3,050-70-4,590
2.	Head Constables	Rs. 975-1,660	Rs. 3,200-85-4,900
3.	Asst. Sub-Inspector	Rs. 1,320-2,040	Rs. 4,000-100-6,000
4.	Sub-Inspector/ACIO-II	Rs. 1,640-2,900	Rs. 5,500-175-9,000
5.	Inspector/ACIO-I	Rs. 2,000-3,200	Rs. 6,500-200-10,500
6.	Subedar Major	Rs. 2,000-3,500	Rs. 6,500-200-10,500

3. The existing Lance Naiks and Head Constables in these Organisations will be allowed a Special Pay/Appointment Pay of Rs. 30/- and Rs. 50/- per month respectively. These personnel will continue to draw this Special Pay/Appointment Pay till they are promoted to the next higher grade or till they vacate the post on attrition.

4. It has also been decided to allow an appointment pay of Rs. 200 per month to the Subedar Majors in the Central Police Organisations.

5. The above orders will be effective from the date of issue. For the period from 1.1.1996 till the issue of this order, the pay in the revised scale will be regulated in accordance with the provisions of the Central Civil Services (Revised) Pay Rules, 1997.

6. This issues with the concurrence of Department of Expenditure vide their U.O. No. 2130/Director (P)/97 dated 9th October, 1997, and Integrated Finance Division of MHA vide their Dy. No. 1670/Fin. III/97 dated 10.10.97.

[*G.I. (Ministry of Home Affairs) Order No. 27012/1/97-PC Cell/PF-I dated 10.10.1997*]

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BOOK OF IMMENSE IMPORTANCE

This Compilation contains :

1. Terms of Reference of the Fifth Central Pay Commission (as modified)
2. Commission's Recommendations (at a glance).
3. Highlights of Government Decisions on the Commission's Recommendations.
4. Pay Fixation formulae in the Revised Scales of pay (effective from 1.1.1996).
5. New Scales of Pay (as modified at a glance).
6. Model Pay Fixation Tables along with General Ready Reckoner for all pay stages included.
7. Rates of D.A., H.R.A., City (Comp.) Allowance as on 1st July, 1996.
8. New rates of D.A., H.R.A., CCA & Transport Allowance (at a glance).
9. G.I. Resolution accepting/modifying the Pay Commission's Recommendations.
10. G.I. Notification notifying the new scales of Pay and the Rules for Fixation of Pay.
11. Dearness Allowance & HRA Ready Reckoner at new rates for all standard pay stages.

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